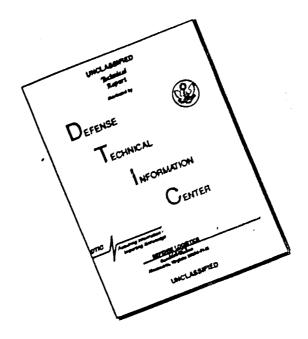
A069163 TECHNIQUES FOR BESEARCH ON EACTORS AFFECTING THE LITILIZATION OF WOMEN IN NON-TRADITIONAL ROLES. Volume IT. Appendix A Instruments . # 1 Actual 0 Denise Polit, Sharon/Weissbach Ronald L. Nuttall Ph.D. Laboratory for Statistical and Policy Research Boston College Chestnut Hill, Mass. 02167 28 Apr 78 Appendix A Prepared for U.S. ARMY RESEARCH INSTITUTE FOR THE BEHAVIORAL AND SOCIAL SCIENCES 5001 Eisenhower Boulevard Alexandria, Va. 22333

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APPENDIX A
ACTUAL INSTRUMENTS

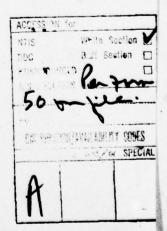
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Compact, Men First, Traditional, Likert

### SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
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OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL

DEPARTMENT OF THE ARMY



PT 5192

### **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"



Very good

Fairly good

3. So-so

4. Not very good

Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

When women are assigned to support companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police.

or	Military Police.	Strongly	Moderately	Slightly	Slightly	Moderately	Strongly
1.	company morale usually	agree	agree	agree	disagree	disagree	disagree
	goes way up.	1	2	3	4	5	6
2.	the level of discipline usually goes way down.	1	2	3	4	5	6
3.	the soldiers take their jobs just as seriously as before.		2		nedo via o blicos	e es bija enible s	
			2	3	4	5	6
4.	the soldiers develop just as much confidence in each other - compared	,					
	with before.	1	2	3	4	5	6
5.	a lot less work gets done — compared with before.	1	2	3	4	5	6
6.	one sees just as much teamwork as before.	1	2	3	4	5	6
7.	there is just as much group spirit as before.	1	2	3	4	5	6
8.	pregnancy very often becomes a serious problem.	1	2	3	4	5	6
9.	the company carries out its mission just as well as before.	1	2	3	4	5	6

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to combat companies (say Armor or Infantry),

or Infantry),						
10company morale would	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
go way up.	1	2	3	4	5	6
<ol><li>the level of discipline would go way down.</li></ol>	1	2	3	4	5	6
<ol> <li>the soldiers would take their jobs just as seriously as before.</li> </ol>	1	2	3	4	5	6
<ol> <li>the soldiers would develop just as much confidence in each other — compared with before.</li> </ol>	1	2	3	4	5	6
<ol> <li>a lot less work would get done – compared with before.</li> </ol>	1	2	3	4	5	6
<ol> <li> one would expect to see just as much teamwork as before.</li> </ol>	1	2	3	4	5	6
<ol> <li>there would be just as much group spirit as before.</li> </ol>	1	2	3	4	5	6
17 pregnancy would very often become a serious problem.	1	2	3	4	5	6
<ol> <li>the company would carry out its mission just as well as before.</li> </ol>	1	2	3	4	5	6

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the MEN.

Almost all enlisted MEN (assuming they had had the necessary training or experience).

ence),	Strongly	Moderately	Slightly	Slightly	Moderately	Strongly
19 would be able to drive	agree	agree	agree	disagree	disagree	disagree
a jeep.	1	2	3	4	5	6
20 would be able to dig a foxhole that would protect them from enemy fire.	1	2	3	4	5	6
21would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
22would be able to do their fair share in putting up a tent.	1	2	3	4	5	6
<ol> <li>would be able to handle guard duty alone in an isolated place.</li> </ol>	1	2	3	4	5	6
24 would be able to go for a week without a chance to shower.	1	2	3	4	5	6
<ol> <li>would be able to live in the field for two weeks — with men and women using the same facilities.</li> </ol>	1	2	3	4	5	6
26would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
27 would be able to stay cool under the stress of battle.	1	2	3	4	5	6
28 would be able to carry a full field pack.	1	2	3	4	5	6

### PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience),

Strongly agree	Moderately agree 2	Slightly agree 3	Slightly disagree 4	Moderately disagree 5	Strongly disagree 6
1	2	3	4	5	6
1	2	3	4	5	6
1	2	3	4	5	6
1	2	3	4	5	6
1	2	3	4	5	6
1	2	3	4	5	6
1	2	3	4	5	6
1	2	3	4	5	6
1	2	3	4	5	6
	agree 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	agree agree 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2	agree agree agree 1 2 3 1 2 3 1 2 3 1 2 3 1 2 3 1 2 3 1 2 3 1 2 3 1 2 3 1 2 3	agree     agree     agree     disagree       1     2     3     4       1     2     3     4       1     2     3     4       1     2     3     4       1     2     3     4       1     2     3     4       1     2     3     4       1     2     3     4       1     2     3     4       1     2     3     4	agree     agree     agree     disagree     disagree       1     2     3     4     5       1     2     3     4     5       1     2     3     4     5       1     2     3     4     5       1     2     3     4     5       1     2     3     4     5       1     2     3     4     5       1     2     3     4     5       1     2     3     4     5       1     2     3     4     5       1     2     3     4     5

The statements above were about the abilities of enlisted men. The statements below are about the abilities of enlisted WOMEN.

Almost all enlisted WOMEN (assuming they had had the necessary training or experience),

ence),	experi-	Strongly	Moderately	Slightly	Slightly	Moderately	Cananala
39would be able	e to drive	agree	agree	agree	disagree	disagree	Strongly disagree
a jeep.		1	2	3	4	5	6
40would be able foxhole that them from en	would protect	1	2	3	4	5	6
41would be able commands in convincing ma	a firm and						
42would be able		1	2	3	4	5	6
fair share in p	outting up	1					
			2	3	4	5	6
43 would be able guard-duty alo isolated place.	one in an	1	2	3	4	5	6
44would be able						9	6
week without shower.	a chance to	1	2	3	4	5	6
45would be able the field for twith men and	wo weeks — women using	•					
the same facili	ties.	1	2	3	4	5	6
46would be able going after a f soldier had bee	ellow	1	2				
		•	2	3	4	5	6
<ol> <li>would be able cool under the of battle.</li> </ol>		1	2	3	4	5	6
48would be able	to corn.			3		5	6
a full field pac		1	2	3	4	5	6

### PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted

WOMEN (even assuming they had had the necessary training or experience),	Strongly	Moderately agree	Slightly	Slightly disagree	Moderately disagree	Strongly disagree
49would be able to drive a 2 1/2-ton truck.	1	2	3	4	5	6
50would be able to engage the enemy in hand-to-hand combat.	1	2	3	4	5	6
51would be able to complete a 15-mile march with full field pack.	1	2	3	4	5	6
<ol> <li>would be able to use an M-16 rifle to attack an enemy position.</li> </ol>	1	2	3	4	5	6
<ol> <li>swould be able to fire at an attacking enemy soldier.</li> </ol>	1	2	3	4	5	6
54would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
55would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
56would be able to take charge of a squad and lead an attack on an enemy position.	1	2	3	4	5	6
57would be able to shoot to kill.	1	2	3	4	5	6
58would be able to carry and use a machine gun.	1	2	3	4	5	6

What are your opinions about the following statements concerning the role of women in the Army?

59.	Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	same basis as men.	1	2	3	4	5	6
60.	Women should not be assigned to combat jobs at all (for example, rifleman in an						
	Infantry company).	1	2	3	4	5	6
61.	Women should be used in support units (for example, Signal or Military Police)						
	the same way men are used.	1	2	3	4	5	6
62.	If men are drafted, women should be drafted too.	1	2	3	4	5	6
63.	Women should be used in guard-duty assignments the same way men are used.	1	2	3	4	5	6
64.	Women usually work better under pressure than men do.	1	2	3	4	5	6
65.	Men definitely have more common sense than women do.	1	2	3	4	5	6
66.	Men can almost always do a better job of supervising male soldiers than women can.	1	2	3	4	5	6
67.	Women can almost always do a better job of supervising female soldiers than men can.	1	2	3	4	5	6
68.	Men usually make better commanders than women do.	1	2	3	4	5	6
69.	Men can usually endure weather conditions of extreme heat or cold better than women can.	1	2	3	4	5	6

70.	more physical strength	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	than women do.	1	2	3	4	5	6
71.	Men can usually endure the rigors of outdoor living better than women can.	1	2	3	4	5	6
72.	Women are usually better at taking orders than men are.	1	2	3	4	5	6
73.	It is much worse for a woman to be captured by the enemy than for a man.	1	2	3	4	5	6
74.	The Army's mission is best carried out by men only.	1	2	3	4	5	6
75.	If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.	1	2	3	4	5	6
76.	Female commanders will get just as much respect from the men in their units as male commanders get.	1	2	3	4	5	6
77.	Women would be a lot worse than men as frontline soldiers, even if they were given the same training.	1	2	3	4	5	6
78.	If women were assigned to combat units, the Army would become somewhat less effective.	1	2	3	4	5	6
79.	Women don't make very good bosses at work.	1	2	3	4	5	6
80.	Women should be included in space missions.	1	2	3	4	5	6

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented. First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

Situation #1. Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of the company.

81.	In this situation, Pfc. John Jones would probably keep down and fire at enemy soldiers	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	or suspected enemy locations.	1	2	3	4	5	6
82.	In this situation, Pfc. Mary Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.	1	2	3	4	5	6

Situation #2. You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83.	In this situation, Pfc. John Jones would probably bring you back out of the clearing and then try to take you back	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	to the base.	1	2	3	4	5	6
84.	In this situation, Pfc. Mary Jones would probably bring you back out of the clearing and then try to take you back to						
	the base.	1	2	3	4	5	6

Situation #3. You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours; and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past positions that you and Pfc. Jones are guarding.

85.	In this situation, Pfc. John	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	Jones would probably stay awake and alert.	1	2	3	4	5	6
86.	In this situation, Pfc. Mary Jones would probably stay awake and alert.	1	2	3	4	5	6

Situation #4. You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones caught some schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87.	Jones would – in spite of the wound – continue to fire at	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	the approaching enemy.	1	2	3	4	5	6
88.	In this situation, Pfc. Mary Jones would — in spite of the wound — continue to fire at the approaching enemy.	1	2	3	4	5	6

### PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted men and almost all enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted MEN. (Assume that they have the necessary training or experience).

89.	Almost all enlisted <i>men</i> have enough physical strength to be a combat soldier.	Strongly agree 1	Moderately agree	Slightly agree 3	Slightly disagree 4	Moderately disagree 5	Strongly disagree
90.	Almost all enlisted <i>men</i> have enough stamina to be a combat soldier.	1	2	3	4	5	6
91.	Almost all enlisted <i>men</i> have enough guts to be a combat soldier.	1	2	3	4	5	6

The questions above asked about enlisted men. Now let's take enlisted WOMEN. (Again, assume they have the necessary training or experience).

92.	Almost all enlisted women have enough physical strength	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	to be a combat soldier.	1	2	3	4	5	6
93.	Almost all enlisted women have enough stamina to be a						
	combat soldier.	1	2	3	4	5	6
94.	Almost all enlisted women have enough guts to be a						
	combat soldier.	1	2	3	4	5	6

### PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

### PART F (Continued)

- 100. How hard was it to decide on the answers you wanted?
  - 1. Very hard
  - 2. Fairly hard
  - 3. Not very hard
  - 4. Not hard at all
- 101. Would you agree or disagree with this next statement?
  - "It was easy to mark the answer after I had decided which one I wanted."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

### PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - When there are no women in the company and the company is 50% below its authorized strength

### PART G (Continued)

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - 1. Women should be assigned mainly in the administrative and medical fields.
  - 2. Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - 1. Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

115. Wha	t is your sex?		
1.	Male	2.	Female
Have you	, at any time in the last	thre	e years:
116 be	en assigned to a unit the	hat ha	ad a woman company commander?
1.	No	2.	Yes
117 be	en assigned to a (comp	any-s	size) unit that had both men and women soldiers?
1.	No	2.	Yes
118 be so	en assigned to a smalle Idiers in it?	r unit	t (say, a platoon or section) that had both men and women
1.	No	2.	Yes
119be	en given the job of s	uperv	rising the work of other soldiers?
2. 3.	No Yes — both men and Yes — but only men Yes — but only wom		nen
120ha	d a soldier of the opp	posite	e sex as your own supervisor?
1.	No	2.	Yes
121 ha	d a person of your or	wn se	ex as your supervisor?
1.	No	2.	Yes
122 tak	ken part in a field tra	ining	exercise that included both men and women soldiers?
1.	No	2.	Yes
123 Ho	w many years of scho	ooling	g have you had?
2. 3. 4. 5. 6.	8 or less 9-12 13 14 15 16 17 or more		
124. What	is the highest educat	ional	diploma or degree you have received?
2. ( 3. ( 4. / 5. (	No high school diplon G.E.D. High school diploma Associate's Degree Bachelor's Degree Graduate or Profession		

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

### **Enlisted Personnel**

1. Combat Including:

Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

Administration
Ammunition
Aviation Maintenance
Automatic Data Processing
Band
Exceptional Management
Specialties
Field Service
Food Service
Mechanical Maintenance
Medical
Petroleum
Supply
Topographic Engineering and
Map Reproduction
Transportation

4. I don't know

Officers

 Combat Including:

> Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Ouartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

### PART H (Continued)

### 126. About how long have you been in the Army?

- 1. Less than one year
- 2. One to three years
- 3. Four to six years
- 4. Seven to ten years
- 5. More than ten years

### 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

### 128. Do you think you will be in the Army five years from now?

- 1. Yes, I think so
- 2. Not sure but probably
- 3. Not sure but probably not
- 4. No, I don't think so
- 5. I have no idea at all

### 129. Are most of your friends in the Army, or are most of them outside the Army?

- 1. Most are in the Army
- 2. About half and half
- 3. Most are outside the Army

### 130. What is your pay grade?

- 1. E1-E2
- 2. E3-E5
- 3. E6-E9
- 4. W1-W4
- 5. 01-03
- 6. 04 or above

### 131. In which of these groups do you generally place yourself?

- 1. White
- 2. Black
- 3. Mexican American
- 4. Puerto Rican
- 5. Latin American
- 6. Other Spanish
- 7. Filipino American
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

### Please do not write below this line

Α	0	1	2	3	4	5	6	7	8	9								В	0	1	2	3	4	5	6	7	8	9
Т	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	В	19	9	20	)				



Compact, Women First, Traditional, Likert

## SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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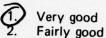
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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
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DEPARTMENT OF THE ARMY

### **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"



So-so

4. Not very good

Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

### PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police.

	Military Police.	Strongly	Moderately	Slightly	Slightly	Moderately	1
1.	company morale usually	agree 4	agree	agree	disagree	disagree	disagree
	goes way up.		2	3	4	5	6
2.	the level of discipline usually goes way down.		2	3	4		
			2	3		5	6
3.	the soldiers take their jobs just as seriously						
	as before.	1	2	3	4	5	6
4.	the soldiers develop just						
	as much confidence in						
	each other - compared with before.	1	2	3	4	5	6
_							
5.	a lot less work gets done — compared with before.	1	2	3	4	5	6
6.	one sees just as much						
U.	teamwork as before.	1	2	3	4	5	6
7.	there is just as much group						
	spirit as before.	1	2	3	4	5	6
8.	pregnancy very often becomes						
	a serious problem.	1	2	3	4	5	6
9.	the company carries out its						
	mission just as well as before.	1	2	3	4	5	6

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to combat companies (say Armor or Infantry),

or Infantry),	Strongly	Moderately	Clinhel	Cliabal	Madamala	0
10company morale would	agree	agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
go way up.	1	2	3	4	5	6
<ol> <li>the level of discipline would go way down.</li> </ol>	1	2	3	4	5	6
<ol> <li>the soldiers would take their jobs just as seriously as before.</li> </ol>	1	2	3	4	5	6
<ol> <li>the soldiers would develop just as much confidence in each other — compared with before.</li> </ol>	1	2	3	4	5	6
<ol> <li>14a lot less work would get done — compared with before.</li> </ol>	1	2	3	4	5	6
<ol> <li> one would expect to see just as much teamwork as before.</li> </ol>	1	2	3	4	5	6
16 there would be just as much group spirit as before.	1	2	3	4	5	6
17pregnancy would very often become a serious problem.	1	2	3	4	5	6
18 the company would carry out its mission just as well as before.	1	2	3	4	5	6

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted women, then, most enlisted men) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the WOMEN.

Almost all enlisted **WOMEN** (assuming they had had the necessary training or experience).

necessary training or experience),	Connection		01: 1.1				
19 would be able to drive	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree	
a jeep.	1	2	3	4	5	6	
<ol> <li>would be able to dig a foxhole that would protect them from enemy fire.</li> </ol>	1	2	3	4	5	6	
21would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6	
22 would be able to do their fair share in putting up a tent.	1	2	3	4	5	6	
23 would be able to handle guard duty alone in an isolated place.	1	2	3	4	5	6	
24 would be able to go for a week without a chance to shower.	1	2	3	4	5	6	
25would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6	
26would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6	
27 would be able to stay cool under the stress of battle.	1	2	3	4	5	6	
28would be able to carry a full field pack.	1	2	3	4	5	6	

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted WOMEN (even assuming they

had the necessary training or experience),	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
29would be able to drive a 2 1/2-ton truck.	1	2	3	4	5	6
<ol> <li> would be able to engage the enemy in hand-to-hand combat.</li> </ol>	1	2	3	4	5	6
<ol> <li> would be able to complete a 15-mile march with full field pack.</li> </ol>	1	2	3	4	5	6
32would be able to use an M-16 rifle to attack an enemy position.	1	2	3	4	5	6
<ol> <li>would be able to fire at an attacking enemy soldier.</li> </ol>	1	2	3	4	5	6
34would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
35would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
36would be able to take charge of a squad and lead an attack on an enemy position.	1	2	3	4	5	6
37 would be able to shoot to kill.	1	2	3	4	5	6
38 would be able to carry and use a machine gun.	1	2	3	4	5	6

The statements above were about the abilities of enlisted women. The statements below are about the abilities of enlisted  $\mathbf{MEN}$ .

Almost all enlisted MEN (assuming they had had the necessary training or experience).

necessary training or experience),						
39would be able to drive	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
a jeep.	1	2	3	4	5	6
<ol> <li>would be able to dig a foxhole that would protect them from enemy fire.</li> </ol>	1	2	3	4	5	6
41would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
42would be able to do their fair share in putting up a tent.	1	2	3	4	5	6
43would be able to handle guard-duty alone in an isolated place.	1	2	3	4	5	6
44 would be able to go for a week without a chance to shower.	1	2	3	4	5	6
45would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
46would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
47would be able to stay cool under the stress of battle.	1	2	3	4	5	6
48would be able to carry a full field pack.	1	2	3	4	5	6

### PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted

49would be able to drive a 2 1/2-ton truck. 1 2 3 4 5 6  50would be able to engage the enemy in hand-to-hand combat. 1 2 3 4 5 6  51would be able to complete a 15-mile march with full field pack. 1 2 3 4 5 6  52would be able to use an M-16 rifle to attack an enemy position. 1 2 3 4 5 6  53would be able to fire at an attacking enemy soldier. 1 2 3 4 5 6  54would be able to fire at an unsuspecting enemy soldier if the situation called for it. 1 2 3 4 5 6  55would be able to continue fighting for long periods with no chance to sleep. 1 2 3 4 5 6  56would be able to take charge of a squad and lead an attack on an enemy position. 1 2 3 4 5 6  57would be able to shoot to kill. 1 2 3 4 5 6  58would be able to carry and use a machine gun. 1 2 3 4 5 6	MEN (even assuming they had had the necessary training or experience),	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
enemy in hand-to-hand combat. 1 2 3 4 5 6  51would be able to complete a 15-mile march with full field pack. 1 2 3 4 5 6  52would be able to use an M-16 rifle to attack an enemy position. 1 2 3 4 5 6  53would be able to fire at an attacking enemy soldier. 1 2 3 4 5 6  54would be able to fire at an unsuspecting enemy soldier if the situation called for it. 1 2 3 4 5 6  55would be able to continue fighting for long periods with no chance to sleep. 1 2 3 4 5 6  56would be able to take charge of a squad and lead an attack on an enemy position. 1 2 3 4 5 6  57would be able to shoot to kill. 1 2 3 4 5 6		1	2	3	4	5	6
15-mile march with full field pack.  1 2 3 4 5 6  52would be able to use an M-16 rifle to attack an enemy position.  1 2 3 4 5 6  53would be able to fire at an attacking enemy soldier.  1 2 3 4 5 6  54would be able to fire at an unsuspecting enemy soldier if the situation called for it.  1 2 3 4 5 6  55would be able to continue fighting for long periods with no chance to sleep.  1 2 3 4 5 6  56would be able to take charge of a squad and lead an attack on an enemy position.  1 2 3 4 5 6  57would be able to shoot to kill.  1 2 3 4 5 6		1	2	3	4	5	6
M-16 rifle to attack an enemy position.  1 2 3 4 5 6  53would be able to fire at an attacking enemy soldier.  1 2 3 4 5 6  54would be able to fire at an unsuspecting enemy soldier if the situation called for it.  1 2 3 4 5 6  55would be able to continue fighting for long periods with no chance to sleep.  1 2 3 4 5 6  56would be able to take charge of a squad and lead an attack on an enemy position.  1 2 3 4 5 6  57would be able to shoot to kill.  1 2 3 4 5 6	15-mile march with full	1	2	3	4	5	6
an attacking enemy soldier. 1 2 3 4 5 6  54would be able to fire at an unsuspecting enemy soldier if the situation called for it. 1 2 3 4 5 6  55would be able to continue fighting for long periods with no chance to sleep. 1 2 3 4 5 6  56would be able to take charge of a squad and lead an attack on an enemy position. 1 2 3 4 5 6  57would be able to shoot to kill. 1 2 3 4 5 6	M-16 rifle to attack an	1	2	3	4	5	6
unsuspecting enemy soldier if the situation called for it. 1 2 3 4 5 6  55would be able to continue fighting for long periods with no chance to sleep. 1 2 3 4 5 6  56would be able to take charge of a squad and lead an attack on an enemy position. 1 2 3 4 5 6  57would be able to shoot to kill. 1 2 3 4 5 6		1	2	3	4	5	6
fighting for long periods with no chance to sleep. 1 2 3 4 5 6  56would be able to take charge of a squad and lead an attack on an enemy position. 1 2 3 4 5 6  57would be able to shoot to kill. 1 2 3 4 5 6  58would be able to carry and	unsuspecting enemy soldier if	1	2	3	4	5	6
of a squad and lead an attack on an enemy position. 1 2 3 4 5 6 57would be able to shoot to kill. 1 2 3 4 5 6 58would be able to carry and	fighting for long periods	1	2	3	4	5	6
58would be able to carry and	of a squad and lead an attack	1	2	3	4	5	6
	57would be able to shoot to kill.	1	2	3	4	5	6
		1	2	3	4	5	6

What are your opinions about the following statements concerning the role of women in the Army?

59.	Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	same basis as men.	1	2	3	4	5	6
60.	Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).	1	2	3	4	5	6
61.	Women should be used in support units (for example, Signal or Military Police)						
	the same way men are used.	1	2	3	4	5	6
62.	If men are drafted, women should be drafted too.	1	2	3	4	5	6
63.	Women should be used in guard-duty assignments the same way men are used.	1	2	3	4	5	6
64.	Women usually work better under pressure than men do.	1	2	3	4	5	6
65.	Men definitely have more common sense than women do.	1	2	3	4	5	6
66.	Men can almost always do a better job of supervising male soldiers than women can.	1	2	3	4	5	6
67.	Women can almost always do a better job of supervising female soldiers than men can.	1	2	3	4	5	6
68.	Men usually make better commanders than women do.	1	2	3	4	5	6
69.	Men can usually endure weather conditions of extreme heat or cold						
	better than women can.	1	2	3	4	5	6

70.	Men almost always have more physical strength than women do.	Strongly agree 1	Moderately agree 2	Slightly agree 3	Slightly disagree 4	Moderately disagree 5	Strongly disagree 6
71.	Men can usually endure the rigors of outdoor living better than women can.	1	2	3	4	5	6
72.	Women are usually better at taking orders than men are.	1	2	3	4	5	6
73.	It is much worse for a woman to be captured by the enemy than for a man.	1	2	3	4	5	6
74.	The Army's mission is best carried out by men only.	1	2	3	4	5	6
75.	If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.	1	2	3	4	5	6
76.	Female commanders will get just as much respect from the men in their units as male commanders get.	1	2	3	4	5	6
77.	Women would be a lot worse than men as frontline soldiers, even if they were given the same training.	1	2	3	4	5	6
78.	If women were assigned to combat units, the Army would become somewhat less effective.	1	2	3	4	5	6
79.	Women don't make very good bosses at work.	1	2	3	4	5	6
80.	Women should be included in space missions.	1	2	3	4	5	6

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented. First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

Situation #1. Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of the company.

81.	In this situation, Pfc. Mary Jones would probably keep down and fire at enemy soldiers	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	or suspected enemy locations.	1	2	3	4	5	6
82.	In this situation, Pfc. John Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.	1	2	3	4	5	6

Situation #2. You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83.	In this situation, Pfc. Mary Jones would probably bring you back out of the clearing and then try to take you back	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	to the base.	1	2	3	4	5	6
84.	In this situation, Pfc. John Jones would probably bring you back out of the clearing and then try to take you back to the base.	1	2	3	4	5	6

Situation #3. You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours; and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past positions that you and Pfc. Jones are guarding.

85.	In this situation, Pfc. Mary	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	Jones would probably stay awake and alert.	1	2	3	4	5	6
86.	In this situation, Pfc. John Jones would probably stay awake and alert.	1	2	3	4	5	6

Situation #4. You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones caught some schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87.	In this situation, Pfc. Mary Jones would — in spite of the wound — continue to fire at	Strongly agree	Moderately agree	Slightly agree	L'ightly disagree	Moderately disagree	Strongly disagree
	the approaching enemy.	1	2	3	4		6
88.	In this situation, Pfc. John Jones would — in spite of the wound — continue to fire at the approaching enemy.	1	2	3	4	5	6

## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted women and almost all enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted **WOMEN**. (Assume that they have the necessary training or experience).

89.	Almost all enlisted women have enough physical strength to	Strongly agree	₩oderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	be a combat soldier.	1	2	3	4	5	6
90.	enough stamina to be a combat						
	soldier.	1	2	3	4	5	6
91.	Almost all enlisted women have enough guts to be a combat						
	soldier.	1	2	3	4	5	6

The questions above asked about enlisted women. Now let's take enlisted MEN. (Again, assume they have the necessary training or experience).

92.	Almost all enlisted men have enough physical strength	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	to be a combat soldier.	1	2	3	4		6
93.	Almost all enlisted <i>men</i> have enough stamina to be a combat soldier.	1	2	3	4	5	6
94.	Almost all enlisted <i>men</i> have enough guts to be a combat soldier.	1	2	3	4	5	6

### PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

100. How hard was it to decide on the answers you wanted?

- 1. Very hard
- 2. Fairly hard
- 3. Not very hard
- 4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to mark the answer - after I had decided which one I wanted."

- 1. Strongly agree
- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

- 1. Yes, definitely
- 2. Yes, probably
- 3. Not sure
- 4. No, probably not
- 5. No, definitely not

#### PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

6

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - Women should be assigned mainly in the administrative and medical fields.
  - 2. Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the iront lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

0

115. What is your sex?

1.	Male	2.	Female
Have y	ou, at any time in the	last thr	ee years:
116	been assigned to a uni	it that I	had a woman company commander?
1.	No	2.	Yes
117	been assigned to a (co	mpany	-size) unit that had both men and women soldiers?
1.		2.	Yes
118	been assigned to a sma soldiers in it?	aller un	it (say, a platoon or section) that had both men and women
1.	No	2.	Yes
119	been given the job o	f super	vising the work of other soldiers?
1. 2. 3. 4.	No Yes — both men a Yes — but only me Yes — but only we	en	men
120!	had a soldier of the	opposit	te sex as your own supervisor?
1.	No	2.	Yes
121 !	had a person of your	own s	sex as your supervisor?
1.	No	2.	Yes
122t	aken part in a field	trainin	g exercise that included both men and women soldiers?
1.	No	2.	Yes
123 H	How many years of so	choolin	ng have you had?
1. 2. 3. 4. 5. 6. 7.	8 or less 9-12 13 14 15 16 17 or more		
124. Wha	at is the highest educ	ational	diploma or degree you have received?
1. 2. 3. 4. 5.	No high school diplo G.E.D. High school diploma Associate's Degree Bachelor's Degree Graduate or Professi	oma oi	r G.E.D.

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

#### **Enlisted Personnel**

 Combat Including:

> Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

Administration Ammunition Aviation Maintenance Automatic Data Processing Band **Exceptional Management Specialties** Field Service **Food Service** Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

4. I don't know

Officers

 Combat Including:

> Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

# 126. About how long have you been in the Army?

- 1. Less than one year
- 2. One to three years
- 3. Four to six years
- 4. Seven to ten years
- 5. More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- 1. Yes, I think so
- 2. Not sure but probably
- 3. Not sure but probably not
- 4. No, I don't think so
- 5. I have no idea at all

## 129. Are most of your friends in the Army, or are most of them outside the Army?

- 1. Most are in the Army
- 2. About half and half
- 3. Most are outside the Army

# 130. What is your pay grade?

- 1. E1-E2
- 2. E3-E5
- 3. E6-E9
- 4. W1-W4
- 5. 01-03
- 6. 04 or above

## 131. In which of these groups do you generally place yourself?

- 1. White
- 2. Black
- 3. Mexican American
- 4. Puerto Rican
- 5. Latin American
- 6. Other Spanish
- 7. Filipino American
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me -- I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

Please do not write below this line

Α	0 1 2	3 4 5	6 7	8	9								В	0	1	2 3	4 5	6	7	8	9
Т	0 1 2	3 4 5	6 7	8	9 1	10 1	1 1	2	13	14	15	16	17	18	3	19	20				

Dispersed, Men First, Traditional, Likert

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
DEPARTMENT OF THE ARMY

PT 5192

### INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"



Very good Fairly good

- 3. So-so
- 4. Not very good
- 5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

#### PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like signal or military police,

- 1. . . company morale usually goes way up.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 2. . . the level of discipline usually goes way down.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 3. . . the soldiers take their jobs just as seriously as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 4. . . the soldiers develop just as much confidence in each other compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 5. . .a lot less work gets done compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

When women are assigned to support companies like signal or military police,

- 6. . . one sees just as much teamwork as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 7. . . there is just as much group spirit as before
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 8. . .pregnancy very often becomes a serious problem.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 9. . . the company carries out its mission just as well as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . . company morale would go way up.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - Moderately disagree
  - 6. Strongly disagree

If women were assigned to combat companies (say, Armor or Infantry),

- 11. . . the level of discipline would go way down.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 12. . .the soldiers would take their jobs just as seriously as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 14. . .a lot less work would get done compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 15. . . one would expect to see just as much teamwork as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 16. . . there would be just as much group spirit as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

If women were assigned to combat companies (say, Armor or Infantry),

- 17. . . pregnancy would very often become a serious problem.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 18. . .the company would carry out its mission just as well as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

### PART B

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, and then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the MEN.

Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 19. . . would be able to drive a jeep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 20. . . would be able to dig a foxhole that would protect them from enemy fire.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 21. . . would be able to give commands in a firm and convincing manner.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 22. . . would be able to do their fair share in putting up a tent.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 23. . . would be able to handle guard-duty alone in an isolated place.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 24. . . would be able to go for a week without a chance to shower.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 25. . .would be able to live in the field for two weeks with men and women using the same facilities.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 26. . . would be able to keep going after a fellow soldier had been killed.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 27. . . would be able to stay cool under the stress of battle.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 28. . . would be able to carry a full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 29. . . would be able to drive a 2 1/2-ton truck.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 30. . . would be able to engage the enemy in hand-to-hand combat.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 31. . . would be able to complete a 15-mile march with full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 32. .. would be able to use an M-16 rifle to attack an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 33. . . would be able to fire at an attacking enemy soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly agree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 35. . . would be able to continue fighting for long periods with no chance to sleep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 36. . . would be able to take charge of a squad and lead an attack on an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 37. . .would be able to shoot to kill.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 38. . . would be able to carry and use a machine gun.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

The statements above were about the abilities of enlisted MEN. The statements below are about the abilities of enlisted WOMEN.

Almost all enlisted WOMEN (assuming they had had the necessary training or experience)

- 39. . . would be able to drive a jeep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 40. . . would be able to dig a foxhole that would protect them from enemy fire.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 41. . .would be able to give commands in a firm and convincing manner.
  - Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Almost all enlisted WOMEN (assuming they had had the necessary training or experience)

- 42. . . would be able to do their fair share in putting up a tent.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 43. . .would be able to handle guard-duty alone in an isolated place.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 44. . .would be able to go for a week without a chance to shower.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 45. . .would be able to live in the field for two weeks with men and women using the same facilities.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 5. Strongly disagree
- 46. . .would be able to keep going after a fellow soldier had been killed.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 5. Strongly disagree
- 47. . . would be able to stay cool under the stress of battle.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Almost all enlisted WOMEN (assuming they had had the necessary training or experience)

- 48. . .would be able to carry a full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 49. . .would be able to drive a 2 1/2 ton truck.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 50. . .would be able to engage the enemy in hand-to-hand combat.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 51. . .would be able to complete a 15-mile march with full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 52. . . would be able to use an M-16 rifle to attack an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 53. . .would be able to fire at an attacking enemy soldier.
  - 1. Strongly agree
  - 2. Moderately, agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 55. . .would be able to continue fighting for long periods with no chance to sleep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 56. . .would be able to take charge of a squad and lead an attack on an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 57. . .would be able to shoot to kill.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 58. . .would be able to carry and use a machine gun.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

### PART C

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - Moderately disagree
  - 6. Strongly disagree
- 61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 62. If men are drafted, women should be drafted too.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

- 63. Women should be used in guard-duty assignments the same way men are used.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 64. Women usually work better under pressure than men do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 65. Men definitely have more common sense than women do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 66. Men can almost always do a better job of supervising male soldiers than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 67. Women can almost always do a better job of supervising female soldiers than men can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 68. Men usually make better commanders than women do.
  - Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree

- 69. Men can usually endure weather conditions of extreme heat or cold better than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree

- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 70. Men almost always have more physical strength than women do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 71. Men can usually endure the rigors of outdoor living better than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 72. Women are usually better at taking orders than men are.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 73. It is much worse for a woman to be captured by the enemy than for a man.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 74. The Army's mission is best carried out by men only.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

- 75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 76. Female commanders will get just as much respect from the men in their units as male commanders get.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 78. If women were assigned to combat units, the Army would become somewhat less effective.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 79. Women don't make very good bosses at work.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - Moderately disagree
  - Strongly disagree
- 80. Women should be included in space missions.
  - Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

#### PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented? First, imagine the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

Situation #1. Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

- 81. In this situation, Pfc. John Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 82. In this situation, Pfc. Mary Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Situation #2. You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- 83. In this situation, Pfc. John Jones would probably bring you back out of the clearing and then try to take you back to the base.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 84. In this situation, Pfc. Mary Jones would probably bring you back out of the clearing and then try to take you back to the base.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Situation #3. You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

- 85. In this situation, Pfc. John Jones would probably stay awake and alert.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 86. In this situation, Pfc. Mary Jones would probably stay awake and alert.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Situation #4. You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- 87. In this situation, Pfc. John Jones would in spite of the wound continue to fire at the approaching enemy.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 88. In this situation, Pfc. Mary Jones would in spite of the wound continue to fire at the approaching enemy.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree

#### PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted men and almost all enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted MEN. (Assume that they have the necessary training or experience).

- 89. Almost all enlisted MEN have enough physical strength to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 90. Almost all enlisted MEN have enough stamina to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 91. Almost all enlisted MEN have enough guts to be a combat soldier.
  - Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

The questions above asked about enlisted MEN. Now let's take the enlisted WOMEN. (Again, assume they have the necessary training or experience).

- 92. Almost all enlisted WOMEN have enough physical strength to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 93. Almost all enlisted WOMEN have enough stamina to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slight disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 94. Almost all enlisted WOMEN have enough guts to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree

- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree

## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

- 100. How hard was it to decide on the answers you wanted?
  - 1. Very hard
  - 2. Fairly hard
  - 3. Not very hard
  - 4. Not hard at all
- 101. Would you agree or disagree with this next statement?
  - "It was easy to mark the answer after I had decided which one I wanted."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

#### PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

- 1. When the company is at full strength, with 10% of the spaces filled by women
- When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - 1. Women should be assigned mainly in the administrative and medical fields.
  - Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - 1. Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

115. What is your sex?

C

	1.	Male		2.	Female
Н	lave yo	u, at any tim	e in the last	thre	ee years:
1	16 !	peen assigned	d to a unit th	nat h	ad a woman company commander?
	1.	No		2.	Yes
1	17 1	peen assigned	d to a (comp	any-	size) unit that had both men and women soldiers?
	1.	No		2.	Yes
1		peen assigned soldiers in it		r uni	it (say, a platoon or section) that had both men and women
	1.	No		2.	Yes
1	19	oeen given t	he job of s	uper	vising the work of other soldiers?
	1.	No			
	2.		th men and	wor	men
	3.		t only men		The state of the s
	4.		t only wom	en	and the second s
1	20l	nad a soldie	r of the op	posit	te sex as your own supervisor?
	1.	No		2.	Yes
1:			of your o		sex as your supervisor?
	1.	No		2.	
1:	221	aken part i	n a field tra	inin	g exercise that included both men and women soldiers?
	1.	No		2.	Yes
				-	
1:	23I	How many	ears of sch	oolir	ng have you had?
	1.	8 or less			
	2.	9-12			
	3.	13			
	4.	14			
	5.	15			
	6.	16			
	7.	17 or mo	re		
1:	24. Wh	at is the hig	hest educat	iona	I diploma or degree you have received?
	1.		chool diplo	ma c	or G.E.D.
	2.	G.E.D.			
	3.		ol_diploma		
	4.	Associate's			
	5.	Bachelor's			
	6.	Graduate	or Professio	nal l	Degree

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

## **Enlisted Personnel**

 Combat Including:

> Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

> Administration Ammunition Aviation Maintenance Automatic Data Processing Band **Exceptional Management Specialties** Field Service **Food Service** Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

4. I don't know

## Officers

1. Combat Including:

Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers
Signal Corps
Chemical Corps
Military Police Corps
Military Intelligence

3. Combat Service Support Including:

Ouartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

# 126. About how long have you been in the Army?

- 1. Less than one year
- 2. One to three years
- 3. Four to six years
- 4. Seven to ten years
- 5. More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- 1. Yes, I think so
- 2. Not sure but probably
- 3. Not sure but probably not
- 4. No, I don't think so
- 5. I have no idea at all

# 129. Are most of your friends in the Army, or are most of them outside the Army?

- 1. Most are in the Army
- 2. About half and half
- 3. Most are outside the Army

# 130. What is your pay grade?

- 1. E1-E2
- 2. E3-E5
- 3. E6-E9
- 4. W1-W4
- 5. 01-03
- 6. 04 or above

# 131. In which of these groups do you generally place yourself?

- 1. White
- 2. Black
- 3. Mexican American
- 4. Puerto Rican
- 5. Latin American
- 6. Other Spanish
- 7. Filipino American
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me -- I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me -1 wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

Please do not write below this line

Α	0	1	2	3	4	5	6	7	8	9							T	В	0	1 2	3	4 5	5 6	7	8	9
Т	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15										_

Dispersed, Women First, Traditional, Likert

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
DEPARTMENT OF THE ARMY

PT 5192

#### **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"



Very good Fairly good

- 3. So-so
- 4. Not very good
- 5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

### PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like signal or military police,

- company morale usually goes way up.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 2. . . the level of discipline usually goes way down.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 3. . . the soldiers take their jobs just as seriously as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 4. . . the soldiers develop just as much confidence in each other compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 5. . . a lot less work gets done compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

When women are assigned to support companies like signal or military police,

- 6. . . one sees just as much teamwork as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 7. . . there is just as much group spirit as before
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 8. . . pregnancy very often becomes a serious problem.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 9. . . the company carries out its mission just as well as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . . company morale would go way up.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

If women were assigned to combat companies (say, Armor or Infantry),

- 11. . . the level of discipline would go way down.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 12. . .the soldiers would take their jobs just as seriously as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- . .the soldiers would develop just as much confidence in each other compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 14. . .a lot less work would get done compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 15. . . one would expect to see just as much teamwork as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 16. . . there would be just as much group spirit as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

If women were assigned to combat companies (say, Armor or Infantry),

- 17. . . pregnancy would very often become a serious problem.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 18. . . the company would carry out its mission just as well as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

#### PART B

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, and then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the WOMEN.

Almost all enlisted WOMEN (assuming they had had the necessary training or experience),

- 19. . . would be able to drive a jeep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 20. . . would be able to dig a foxhole that would protect them from enemy fire.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# Almost all enlisted WOMEN (assuming they had had the necessary training or experience)

- 21. . . would be able to give commands in a firm and convincing manner.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 22. . . would be able to do their fair share in putting up a tent.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 23. . . would be able to handle guard-duty alone in an isolated place.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 24. . . would be able to go for a week without a chance to shower.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 25. . .would be able to live in the field for two weeks with men and women using the same facilities.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 26. . . would be able to keep going after a fellow soldier had been killed.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Almost all enlisted WOMEN (assuming they had had the necessary training or experience)

- 27. . . would be able to stay cool under the stress of battle.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 28. . . would be able to carry a full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 29. . . would be able to drive a 2 1/2-ton truck.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 30. . . would be able to engage the enemy in hand-to-hand combat.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 31. . . would be able to complete a 15-mile march with full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 32. .. would be able to use an M-16 rifle to attack an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 5. Strongly disagree
- 33. . . would be able to fire at an attacking enemy soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly agree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 35. . . would be able to continue fighting for long periods with no chance to sleep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 36. . . would be able to take charge of a squad and lead an attack on an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 37. . .would be able to shoot to kill.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 38. . . would be able to carry and use a machine gun.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

The statements above were about the abilities of enlisted WOMEN. The statements below are about the abilities of enlisted MEN.

Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 39. . .would be able to drive a jeep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 40. . . would be able to dig a foxhole that would protect them from enemy fire.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 41. . . would be able to give commands in a firm and convincing manner.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree

# Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 42. . .would be able to do their fair share in putting up a tent.
  - 1. Strongly agree

0

- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 43. . .would be able to handle guard-duty alone in an isolated place.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 44. . .would be able to go for a week without a chance to shower.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 45. . .would be able to live in the field for two weeks with men and women using the same facilities.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 46. . .would be able to keep going after a fellow soldier had been killed.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 47. . . would be able to stay cool under the stress of battle.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 48. . . would be able to carry a full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 49. . .would be able to drive a 2 1/2 ton truck.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 50. . .would be able to engage the enemy in hand-to-hand combat.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 51. . .would be able to complete a 15-mile march with full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 52. . .would be able to use an M-16 rifle to attack an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 53. . .would be able to fire at an attacking enemy soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 55. . .would be able to continue fighting for long periods with no chance to sleep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 56. . .would be able to take charge of a squad and lead an attack on an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 57. . .would be able to shoot to kill.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 58. . .would be able to carry and use a machine gun.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

#### PART C

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 62. If men are drafted, women should be drafted too.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

- 63. Women should be used in guard-duty assignments the same way men are used.
  - 1. Strongly agree

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- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 64. Women usually work better under pressure than men do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 65. Men definitely have more common sense than women do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 66. Men can almost always do a better job of supervising male soldiers than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 67. Women can almost always do a better job of supervising female soldiers than men can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 68. Men usually make better commanders than women do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

- Men can usually endure weather conditions of extreme heat or cold better than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 70. Men almost always have more physical strength than women do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 71. Men can usually endure the rigors of outdoor living better than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 72. Women are usually better at taking orders than men are.
  - Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 73. It is much worse for a woman to be captured by the enemy than for a man.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 74. The Army's mission is best carried out by men only.
  - Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

- 75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.
  - 1. Strongly agree

1

- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 76. Female commanders will get just as much respect from the men in their units as male commanders get.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- If women were assigned to combat units, the Army would become somewhat less effective.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 79. Women don't make very good bosses at work.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 80. Women should be included in space missions.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

## PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented? First, imagine the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

Situation #1. Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

- 81. In this situation, Pfc. Mary Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 82. In this situation, Pfc. John Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree

Situation #2. You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- 83. In this situation, Pfc. Mary Jones would probably bring you back out of the clearing and then try to take you back to the base.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 84. In this situation, Pfc. John Jones would probably bring you back out of the clearing and then try to take you back to the base.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree

Situation #3. You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

- 85. In this situation, Pfc. Mary Jones would probably stay awake and alert.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 86. In this situation, Pfc. John Jones would probably stay awake and alert.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Situation #4. You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- 87. In this situation, Pfc. Mary Jones would in spite of the wound continue to fire at the approaching enemy.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 88. In this situation, Pfc. John Jones would in spite of the wound continue to fire at the approaching enemy.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

#### PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted women and almost all enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted WOMEN. (Assume that they have the necessary training or experience).

- 89. Almost all enlisted WOMEN have enough physical strength to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 90. Almost all enlisted WOMEN have enough stamina to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 91. Almost all enlisted WOMEN have enough guts to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

The questions above asked about enlisted WOMEN. Now let's take the enlisted MEN. (Again, assume they have the necessary training or experience).

- 92. Almost all enlisted MEN have enough physical strength to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 93. Almost all enlisted MEN have enough stamina to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slight disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 94. Almost all enlisted MEN have enough guts to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree

- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree

#### PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

100. How hard was it to decide on the answers you wanted?

- 1. Very hard
- 2. Fairly hard
- 3. Not very hard
- 4. Not hard at all
- 101. Would you agree or disagree with this next statement?

"It was easy to mark the answer - after I had decided which one I wanted."

- 1. Strongly agree
- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

#### PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - 1. Women should be assigned mainly in the administrative and medical fields.
  - Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - 1. Women don't belong in combat jobs.
  - Women should be assigned to combat jobs the same way men are assigned.

	115. What is your sex?												
0	1. Male 2. Female												
	Have you, at any time in the last three years:												
	116 been assigned to a unit that had a woman company commander?												
	1. No 2. Yes												
	117 been assigned to a (company-size) unit that had both men and women soldiers?												
	1. No 2. Yes												
	118 been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?												
	1. No 2. Yes												
	119 been given the job of supervising the work of other soldiers?												
	<ol> <li>No</li> <li>Yes — both men and women</li> <li>Yes — but only men</li> <li>Yes — but only women</li> </ol>												
	120 had a soldier of the opposite sex as your own supervisor?												
	1. No 2. Yes												
	121had a person of your own sex as your supervisor?												
	1. No 2. Yes												
	122 taken part in a field training exercise that included both men and women soldiers?												
	1. No 2. Yes												
	123 How many years of schooling have you had?												
	1. 8 or less 2. 9-12 3. 13												
	4. 14												
	5. 15 6. 16												
	7. 17 or more												
	124. What is the highest educational diploma or degree you have received?												
	<ol> <li>No high school diploma or G.E.D.</li> <li>G.E.D.</li> </ol>												
	3. High school diploma												
0	4. Associate's Degree												
9	5. Bachelor's Degree												
	6. Graduate or Professional Degree												

125. In which of the following three categories (combat, combat support, or combat ser vice support) is your career branch/career management field?

#### **Enlisted Personnel**

 Combat Including:

> Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

> Administration Ammunition **Aviation Maintenance** Automatic Data Processing Band **Exceptional Management** Specialties Field Service Food Service Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

4. I don't know

#### Officers

1. Combat Including:

Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

# 126. About how long have you been in the Army?

- 1. Less than one year
- 2. One to three years
- 3. Four to six years
- 4. Seven to ten years
- 5. More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- 1. Yes, I think so
- 2. Not sure but probably
- 3. Not sure but probably not
- 4. No, I don't think so
- 5. I have no idea at all

# 129. Are most of your friends in the Army, or are most of them outside the Army?

- 1. Most are in the Army
- 2. About half and half
- 3. Most are outside the Army

## 130. What is your pay grade?

- 1. E1-E2
- 2. E3-E5
- 3. E6-E9
- 4. W1-W4
- 5. 01-03
- 6. 04 or above

## 131. In which of these groups do you generally place yourself?

- 1. White
- 2. Black
- 3. Mexican American
- 4. Puerto Rican
- 5. Latin American
- 6. Other Spanish
- 7. Filipino American
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

Please do not write below this line

A	0	1	2	3	4	5	6	7	8	9							T	В	0	1	2	3	4 5	6	7	8	9
Т	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15											_

Compact, Men First, OPSCAN sheet, Likert

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
DEPARTMENT OF THE ARMY

## **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

# **EXAMPLE**

Questionnaire Item

Answer Sheet

23. How good are most soldiers at their job?

- 1. Very good
- 2. Fairly good
- 3. So-so
- 4. Not very good
- 5. Not good at all

23.

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: <u>first</u>, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

# PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police.

or	Military Police.	Strongly	Moderately	Slightly	Slightly	Moderately	Strongly
1.	company morale usually	agree	agree	agree	disagree	disagree	disagree
	goes way up.	1	2	3	4	5	6
2.	the level of discipline usually goes way down.	1	2	3	4	_	
	usually goes way down.		2	3	4	5	6
3.	the soldiers take their						
	jobs just as seriously						
	as before.		2	3	4	5	6
4.	the soldiers develop just						
	as much confidence in						
	each other - compared						
	with before.	1	2	3	4	5	6
5.	a lot less work gets done -						
	compared with before.	1	2	3	4	5	6
6.	one sees just as much						
	teamwork as before.	1	2	3	4	5	6
7.	there is just as much group						
	spirit as before.	1	2	3	4	5	6
8.	pregnancy very often becomes						
	a serious problem.	1	2	3	4	5	6
9.	the company carries out its						
	mission just as well as before.	1	2	3	4	5	6

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to combat companies (say Armor or Infantry),

or Infantry),						
10company morale would	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
go way up.	1	2	3	4	5	6
11 the level of discipline would go way down.	1	2	3	4	5	6
<ol> <li>the soldiers would take their jobs just as seriously as before.</li> </ol>	1	2	3	4	5	6
<ol> <li>the soldiers would develop just as much confidence in each other — compared with before.</li> </ol>	1	2	3	4	5	6
<ol> <li>14a lot less work would get done — compared with before.</li> </ol>	1	2	3	4	5	6
<ol> <li> one would expect to see just as much teamwork as before.</li> </ol>	1	2	3	4	5	6
<ol> <li>there would be just as much group spirit as before.</li> </ol>	1	2	3	4	5	6
17pregnancy would very often become a serious problem.	1	2	3	4	5	6
<ol> <li>the company would carry out its mission just as well as before.</li> </ol>	1	2	3	4	5	6

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the MEN.

Almost all enlisted MEN (assuming they had had the necessary training or experience),

necessary training or experi- ence),							
19 would be able to drive	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree	
a jeep.	1	2	3	4	5	6	
<ol> <li>would be able to dig a foxhole that would protect them from enemy fire.</li> </ol>	1	2	3	4	5	6	
21would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6	
22would be able to do their fair share in putting up			Wipica	VIII. HO	1		
a tent.	1	2	3	4	5	6	
<ol> <li>would be able to handle guard duty alone in an isolated place.</li> </ol>	1	2	3	4	5	6	
24 would be able to go for a week without a chance to shower.			gra		in multar		
	1	2	3	4	5	6	
25 would be able to live in the field for two weeks — with men and women using the same facilities.	1	2		nd coa ve ne at likh	ena comi		
		2	3	4	5	6	
<ol> <li>would be able to keep going after a fellow soldier had been killed.</li> </ol>	1	2	3	4	5	6	
27would be able to stay cool under the stress of battle.	1	2	3	4	-	•	
		2	3	4	5	6	
28 would be able to carry a full field pack.	1	2	3	4	5	6	

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience),

	the necessary training or erience),	Strongly agree	Moderately agree	Slightly	Slightly disagree	Moderately disagree	Strongly disagree
29.	would be able to drive a 2 1/2-ton truck.	1	2	3	4	5	6
30.	would be able to engage the enemy in hand-to-hand combat.	1	2	3	. 4	5	6
31.	would be able to complete a 15-mile march with full field pack.	1	2	3	4	5	6
32.	<ul> <li>would be able to use an M-16 rifle to attack an enemy position.</li> </ul>	1	2	3	4	5	6
33.	would be able to fire at an attacking enemy soldier.	1	2	3	4	5	6
34.	would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
35.	would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
36.	<ul> <li>. would be able to take charge of a squad and lead an attack on an enemy position.</li> </ul>	1	2	3	4	5	6
37.	would be able to shoot to kill.	1	2	3	4	5	6
38.	would be able to carry and use a machine gun.	1	2	3	4	5	6

# PART B (Continued)

The statements above were about the abilities of enlisted men. The statements below are about the abilities of enlisted WOMEN.

Almost all enlisted WOMEN (assuming they had had the necessary training or experience).

ence),	Strongly agree	Moderately agree	Slightly	Slightly disagree	Moderately disagree	Strongly disagree
39would be able to drive a jeep.	1	2	3	4	5	6
<ol> <li>would be able to dig a foxhole that would protect them from enemy fire.</li> </ol>	1	2	3	4	5	6
41would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
<ol> <li>would be able to do their fair share in putting up a tent.</li> </ol>	1	2	3	4	5	6
43would be able to handle guard-duty alone in an isolated place.	1	2	3	4	5	6
44. , .would be able to go for a week without a chance to shower.	1	2	3	4	5	6
45would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
46would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
47would be able to stay cool under the stress of battle.	1	2	3	4	5	6
48would be able to carry a full field pack.	1	2	3	4	5	6

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience), Strongly Moderately Slightly Slightly Moderately Strongly agree agree disagree disagree disagree 49. . . would be able to drive a 2 1/2-ton truck. 1 2 3 5 6 50. . . would be able to engage the 2 enemy in hand-to-hand combat. 3 5 51. . . would be able to complete a 15-mile march with full field pack. 1 2 3 5 52. . .would be able to use an M-16 rifle to attack an enemy position. 1 2 3 5 6 53. . .would be able to fire at an attacking enemy soldier. 2 1 3 5 54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it. 1 2 3 5 6 55. . .would be able to continue fighting for long periods with no chance to sleep. 1 2 3 5 6 56. . . would be able to take charge of a squad and lead an attack on an enemy position. 1 2 3 5 6 57. . .would be able to shoot to kill. 1 2 5 58. . .would be able to carry and use a machine gun. 3 5 6

What are your opinions about the following statements concerning the role of women in the Army?

59.	Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	same basis as men.	1	2	3	4	5	6
60.	to combat jobs at all (for example, rifleman in an			ana mis ana mis anna mis			
	Infantry company).	1	2	3	4	5	6
61.	Women should be used in support units (for example, Signal or Military Police)						
	the same way men are used.	1	2	3	4	5	6
62.	If men are drafted, women should be drafted too.	1	2	3	4	5	6
63.	Women should be used in guard-duty assignments the same way men are used.	1	2	3	4	5	6
64.	Women usually work better under pressure than men do.	1	2	3	4	5	6
65.	Men definitely have more common sense than women do.	1	2	3	4	5	6
66.	Men can almost always do a better job of supervising male soldiers than women can.	1	2	3	4	5	6
67.	Women can almost always do a better job of supervising female soldiers than men can.	1	2	3	4	5	6
68.	Men usually make better commanders than women do.	1	2	3	4	5	6
69.	Men can usually endure weather conditions of extreme heat or cold better than women can.	1	2	3	4	5	6

70	Men almost always have more physical strength than women do.	Strongly agree 1	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	disagree
			2	3	4	5	6
71.	Men can usually endure the rigors of outdoor living better than women can.	1	2	3	4	5	6
72.	Women are usually better at taking orders than men are.	1	2	3	4	5	6
73.	to be captured by the enemy						
	than for a man.	1	2	3	4	5	6
74.	The Army's mission is best carried out by men only.	1	2	3	4	5	6
75.	If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.	1	2	3	4	5	6
76.	Female commanders will get just as much respect from the men in their units as male commanders get.	1	2	3	4	5	6
77.	Women would be a lot worse than men as frontline soldiers, even if they were given the same training.	1	2	3	4	5	6
78.	combat units, the Army					3	•
	would become somewhat less effective.	1	2	3	4	5	6
79.	Women don't make very good bosses at work.	1	2	3	4	5	6
80.	Women should be included in space missions.	1	2	3	4	5	6

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented. First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

Situation #1. Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of the company.

81.	In this situation, Pfc. John Jones would probably keep down and fire at enemy soldiers	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	or suspected enemy locations.	1	2	3	4	5	6
82.	In this situation, Pfc. Mary Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.	1	2	3	4	5	6

Situation #2. You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83.	In this situation, Pfc. John Jones would probably bring you back out of the clearing and then try to take you back	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	to the base.	1	2	3	4	5	6
84.	In this situation, Pfc. Mary Jones would probably bring you back out of the clearing and then try to take you back to the base.	1	2	3	4	5	6

Situation #3. You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours; and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past positions that you and Pfc. Jones are guarding.

85.	In this situation, Pfc. John	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	Jones would probably stay awake and alert.	1	2	3	4	5	6
86.	In this situation, Pfc. Mary Jones would probably stay awake and alert.	1	2	3	4	5	6

Situation #4. You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones caught some schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87.	In this situation, Pfc. John Jones would — in spite of the wound — continue to fire at	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	the approaching enemy.	1	2	3	4	5	6
88.	In this situation, Pfc. Mary Jones would — in spite of the wound — continue to fire at the approaching enemy.	1	2	3	4	5	6
			DADT E				

#### PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted men and almost all enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted MEN. (Assume that they have the necessary training or experience).

89.	Almost all enlisted men have enough physical strength to	Strongly agree	Moderate)y agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	be a combat soldier.	1	2	3	4	5	6
90.	Almost all enlisted men have enough stamina to be a combat						
	soldier.	1	2	3	4	5	6
91.	Almost all enlisted men have enough guts to be a combat						
	soldier.	1	2	.3	4	5	6

The questions above asked about enlisted men. Now let's take enlisted WOMEN. (Again, assume they have the necessary training or experience).

92.	Almost all enlisted women have enough physical strength	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	to be a combat soldier.	1	2	3	4	5	6
93.	Almost all enlisted women have enough stamina to be a						
	combat soldier.	1	2	3	4	5	6
94.	Almost all enlisted women have enough guts to be a						
	combat soldier.	1	2	3	4	5 .	6

#### PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# PART F (Continued)

100. How hard was it to decide on the answers you wanted?

- 1. Very hard
- 2. Fairly hard
- 3. Not very hard
- 4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to mark the answer - after I had decided which one I wanted."

- 1. Strongly agree
- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

#### PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

- 1. When the company is at full strength, with 10% of the spaces filled by women
- When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - Women should be assigned mainly in the administrative and medical fields.
  - Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - 1. Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

115. Wh	at is your sex?		
1.	Male	2.	Female
Have you	u, at any time <i>in t</i>	he last thre	ee years:
116 t	peen assigned to a	unit that h	had a woman company commander?
1.	No	2.	Yes
117 Ł	peen assigned to a	(company-	-size) unit that had both men and women soldiers?
1.	No	2.	Yes
	peen assigned to a soldiers in it?	smaller un	nit (say, a platoon or section) that had both men and women
1.	No	2.	Yes
119t	peen given the jo	b of super	rvising the work of other soldiers?
1. 2. 3. 4.	No Yes — both me Yes — but only Yes — but only	/ men	omen
120	nad a soldier of t	the opposit	te sex as your own supervisor?
1.	No	2.	Yes
121 ł	nad a person of y	our own	sex as your supervisor?
1.	No	2.	Yes
122t	aken part in a fi	eld trainin	ng exercise that included both men and women soldiers?
1.	No	2.	Yes
123	How many years	of schooli	ing have you had?
1. 2.	8 or less 9-12		
3.	13		
4.	14		
5.	15		
6.	16		
7.	17 or more		
124. Wh	at is the highest	educationa	al diploma or degree you have received?
1.	No high school	diploma d	or G.E.D.
2.	G.E.D.		
3.	High school dig		
4.	Associate's Deg		
5.	Bachelor's Degr		0
6.	Graduate or Pr	otessional	Degree

## PART H (Continued)

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

#### **Enlisted Personnel**

1. Combat Including:

Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

The second secon

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

Administration Ammunition **Aviation Maintenance** Automatic Data Processing Band **Exceptional Management** Specialties Field Service Food Service Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

4. I don't know

Officers

1. Combat Including:

Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

#### PART H (Continued)

# 126. About how long have you been in the Army?

- 1. Less than one year
- 2. One to three years
- 3. Four to six years
- 4. Seven to ten years
- 5. More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- 1. Yes, I think so
- 2. Not sure but probably
- 3. Not sure but probably not
- 4. No, I don't think so
- 5. I have no idea at all

# 129. Are most of your friends in the Army, or are most of them outside the Army?

- 1. Most are in the Army
- 2. About half and half
- 3. Most are outside the Army

## 130. What is your pay grade?

- 1. E1-E2
- 2. E3-E5
- 3. E6-E9
- 4. W1-W4
- 5. 01-03
- 6. 04 or above

# 131. In which of these groups do you generally place yourself?

- 1. White
- 2. Black
- 3. Mexican American
- 4. Puerto Rican
- 5. Latin American
- 6. Other Spanish
- 7. Filipino American
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

# COMMENTS

Please do not write below this line

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	1 2	3 4	5	6 44	1 2	3 4	5	6 45	2	3 4	5	6	1 46	2	3 4	5	6	1 47	2	3 4	5	6	48	2	3	4	5	6
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Compact, Women First, OPSCAN Sheet, Likert

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
DEPARTMENT OF THE ARMY

#### **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

## **EXAMPLE**

Questionnaire Item

Answer Sheet

23. How good are most soldiers at their job?

- 1. Very good
- 2. Fairly good
- 3. So-so
- 4. Not very good
- 5. Not good at all

23.

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: <u>first</u>, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police

	Military Police.	Strongly	Model tely	Slightly	Slightly	Moderately	
1.	company morale usually	agree 1	agree	agree 3	disagree	disagree	disagree
	goes way up.	1	2	3	4	5	6
2.	the level of discipline						
	usually goes way down.	1	2	3	4	5	6
3.	. the soldiers take their						
	jobs just as seriously as before.	1	2	3	4	5	6
4.	the soldiers develop just as much confidence in						
	each other - compared						
	with before.	1	2	3	4	5	6
5.	a lot less work gets done -						
	compared with before.	1	2	3	4	5	6
6.	one sees just as much						
	teamwork as before.	1	2	3	4	5	6
7.	there is just as much group					SUR 16 7	
	spirit as before.	1	2	3	4	5	6
8.	pregnancy very often becomes						
	a serious problem.	1	2	3	4	5	6
9.	the company carries out its				me blue		
	mission just as well as before.	1	2	3	4	5	6

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to combat companies (say Armor or Infantry),

	fantry),	Strongly	Moderately	Slightly	Slightly	Moderately	Strongly
10.	company morale would	agree	agree	agree	disagree	disagree	disagree
	go way up.	1	2	3	4	5	6
11.	the level of discipline would go way down.	1	2	3	4	5	6
12.	<ul> <li>the soldiers would take their jobs just as seriously as before.</li> </ul>	1	2	3	4	5	6
13	<ul> <li>the soldiers would develop just as much confidence in each other — compared with before.</li> </ul>	1	2	3	4	5	6
14	.a lot less work would get done — compared with before.	1	2	3	4	5	6
15	one would expect to see just as much teamwork as before.	1	2	3	4	5	6
16	there would be just as much group spirit as before.	1	2	3	4	5	6
17	pregnancy would very often become a serious problem.	1	2	3	4	5	6
18	the company would carry out its mission just as well as before.	1	2	3	4	5	6

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted women, then, most enlisted men) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the WOMEN.

Almost all enlisted WOMEN (assuming they had had the necessary training or experience).

necessary training or experi- ence),	Strongly	Moderately	Slightly	Slightly	Moderately	
<ol><li>would be able to drive a jeep.</li></ol>	agree 1	agree 2	agree 3	disagree 4	disagree 5	disagree 6
20would be able to dig a foxhole that would protect them from enemy fire.	1	2	3	4	5	6
21 would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
<ol> <li>would be able to do their fair share in putting up a tent.</li> </ol>	1	2	3	4	5	6
<ol> <li>would be able to handle guard duty alone in an isolated place.</li> </ol>	1	2	3	4	5	6
24would be able to go for a week without a chance to shower.	1	2	3	4	5	6
25would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
26would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
27. , would be able to stay cool under the stress of battle.	1	2	3	4	5	6
28would be able to carry a full field pack.	1	2	3	4	5	6

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted **WOMEN** (even assuming they had the necessary training or experience).

experience),	Strongly agree	Moderately agree	Slightly agree	Slightly	Moderately	
29would be able to drive a 2 1/2-ton truck.	1	2	3	disagree 4	disagree 5	disagree 6
30would be able to engage the enemy in hand-to-hand combat.	1	2	3	4	5	6
31 would be able to complete a 15-mile march with full field pack.	1	2	3	4	5	6
<ol> <li>would be able to use an M-16 rifle to attack an enemy position.</li> </ol>	1	2	3	4	5	6
<ol> <li> would be able to fire at an attacking enemy soldier.</li> </ol>	1	2	3	4	5	6
34would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
35 would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
36 would be able to take charge of a squad and lead an attack on an enemy position.	1	2	3	4	5	6
<ol> <li> would be able to shoot to kill.</li> </ol>	1	2	3	4	5	6
38 would be able to carry and use a machine gun.	1	2	3	4	5	6

The statements above were about the abilities of enlisted women. The statements below are about the abilities of enlisted  ${\bf MEN.}$ 

Almost all enlisted MEN (assuming they had had the necessary training or experience).

necessary training or experience),	Caranaly	Madaratal	Climbala	Cl:-bal.	Madamat.	C
39would be able to drive	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	disagree
a jeep.	1	2	3	4	5	6
40would be able to dig a foxhole that would protect them from enemy fire.	1	2	3	4	5	6
41would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
42would be able to do their fair share in putting up a tent.	1	2	3	4	5	6
43would be able to handle guard-duty alone in an isolated place.	1	2	3	4	5	6
44 would be able to go for a week without a chance to shower.	1	2	3	4	5	6
45would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
46 would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
47would be able to stay cool under the stress of battle.	1	2	3	4	5	6
48would be able to carry a full field pack.	1	2	3	4	5	6

# PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience), Slightly Moderately Strongly Moderately Slightly Strongly disagree disagree disagree agree agree agree 49. . . would be able to drive a 5 6 2 3 4 2 1/2-ton truck. 1 50. . . would be able to engage the 4 5 6 2 3 enemy in hand-to-hand combat. 51. . .would be able to complete a 15-mile march with full 5 6 1 2 3 field pack. 52. . .would be able to use an M-16 rifle to attack an 6 2 3 4 5 enemy position. 53. . .would be able to fire at 4 5 6 2 3 an attacking enemy soldier. 54. . .would be able to fire at an unsuspecting enemy soldier if 4 5 6 2 3 the situation called for it. 1 55. . .would be able to continue fighting for long periods 3 4 5 6 2 1 with no chance to sleep. 56. . .would be able to take charge of a squad and lead an attack 2 3 5 6 on an enemy position. 2 3 6 1 57. . . would be able to shoot to kill. 58. . .would be able to carry and 2 3 5 6 use a machine gun. 1

# PART C

What are your opinions about the following statements concerning the role of women in the Army?

59.	Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	same basis as men.	1	2	3	4	5	6
60.	Women should not be assigned to combat jobs at all (for example, rifleman in an						
	Infantry company).	1	2	3	4	5	6
61.	support units (for example, Signal or Military Police)						
	the same way men are used.	1	2	3	4	5	6
62.	If men are drafted, women should be drafted too.	1	2	3	4	5	6
63.	Women should be used in guard-duty assignments the same way men are used.	1	2	3	4	5	6
64.	Women usually work better under pressure than men do.	1	2	3	4	5	6
65.	Men definitely have more common sense than women do.	1	2	3	4	5	6
66.	Men can almost always do a better job of supervising male soldiers than women can.	1	2	3	4	5	6
67.	Women can almost always do a better job of supervising female soldiers than men can.	1	2	3	4	5	6
68.	Men usually make better commanders than women do.	1	2	3	4	5	6
69.	Men can usually endure weather conditions of extreme heat or cold better than women can.	1	2	3	4	5	6

70.	Men almost always have more physical strength than women do.	Strongly agree 1	Moderately agree 2	Slightly agree 3	Slightly disagree 4	Moderately disagree 5	Strongly disagree 6
71.	Men can usually endure the rigors of outdoor living better than women can.	1	2	3	4	5	6
72.	Women are usually better at taking orders than men are.	1	2	3	4	5	6
73.	It is much worse for a woman to be captured by the enemy than for a man.	1	2	3	4	5	6
74.	The Army's mission is best carried out by men only.	1	2	3	4	5	6
75.	If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.	1	2	3	4	5	6
76.	Female commanders will get just as much respect from the men in their units as male commanders get.	1	2	3	4	5	6
77.	Women would be a lot worse than men as frontline soldiers, even if they were given the same training.	1	2	3	4	5	6
78.	If women were assigned to combat units, the Army would become somewhat						
	less effective.	1	2	3	4	5	6
79.	Women don't make very good bosses at work.	1	2	3	4	5	6
80.	Women should be included in space missions.	1	2	3	4	5	6

### PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this to what extent do you agree or disagree with the statement presented. First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

Situation #1. Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of the company.

81.	In this situation, Pfc. Mary Jones would probably keep down and fire at enemy soldiers	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	or suspected enemy locations.	1	2	3	4	5	6
82.	In this situation, Pfc. John Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.	1	2	3	4	5	6

Situation #2. You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83.	In this situation, Pfc. Mary Jones would probably bring you back out of the clearing and then try to take you back	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	to the base.	1	2	3	4	5	6
84.	In this situation, Pfc. John Jones would probably bring you back out of the clearing and then try to take you back to the base.	1	2	3	4	5	6

Situation #3. You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours; and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past positions that you and Pfc. Jones are guarding.

85.	In this situation, Pfc. Mary	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	Jones would probably stay awake and alert.	1	2	3	4	5	6
86.	In this situation, Pfc. John Jones would probably stay awake and alert.	1	2	3	4	5	6

Situation #4. You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones caught some schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87.	In this situation, Pfc. Mary Jones would — in spite of the wound — continue to fire at	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree	
	the approaching enemy.	1	2	3	4	5	6	
88.	In this situation, Pfc. John Jones would — in spite of the wound — continue to fire at the approaching enemy.	1	2	3	4	5	6	
	DADT C							

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted women and almost all enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted WOMEN. (Assume that they have the necessary training or experience).

89.	Almost all enlisted women have enough physical strength to be a combat soldier.	Strongly agree 1	Moderately agree 2	Slightly agree 3	Slightly disagree 4	Moderately disagree 5	Strongly disagree 6
90.	Almost all enlisted women have enough stamina to be a combat soldier.	1	2	3	4	5	6
91.	Almost all enlisted women have enough guts to be a combat soldier.	1	2	3	4	5	6

The questions above asked about enlisted women. Now let's take enlisted MEN. (Again, assume they have the necessary training or experience).

92.	Almost all enlisted men have enough physical strength	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
to be a combat soldier.	to be a combat soldier.	1	2	3	4	5	6
93.	Almost all enlisted men have enough stamina to be a						
combat so	combat soldier.	1	2	3	4	5	6
94.	Almost all enlisted <i>men</i> have enough guts to be a combat soldier.	1	2	3			
			-	3	4	5	6

#### PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable

- 3. Somewhat valuable
- 4. Not very valuable
- 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# PART F (Continued)

100. How hard was it to decide on the answers you wanted?

- 1. Very hard
- 2. Fairly hard
- 3. Not very hard
- 4. Not hard at all
- 101. Would you agree or disagree with this next statement?

"It was easy to mark the answer - after I had decided which one I wanted."

- 1. Strongly agree
- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure

- 4. No, probably not
- 5. No, definitely not

# PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strigth, with 50% of the spaces filled by women
  - When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - 1. Women should be assigned mainly in the administrative and medical fields.
  - Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

# PART H

115. Wilat	is your sex!		
1. 1	Male	2.	Female
Have you,	at any time in the last	thre	e years:
116 bee	en assigned to a unit th	nat ha	ad a woman company commander?
1, (	No	2.	Yes
117 bee	en assigned to a (comp	any-	size) unit that had both men and women soldiers?
1. 1	No	2.	Yes
118 bee	en assigned to a smalle diers in it?	r uni	t (say, a platoon or section) that had both men and women
1. 1	No	2.	Yes
119bee	en given the job of su	uperv	rising the work of other soldiers?
2. \\ 3. \\	No Yes — both men and Yes — but only men Yes — but only wom		nen
120had	a soldier of the opp	oosite	e sex as your own supervisor?
1. 1	No	2.	Yes
121had	a person of your ov	vn se	ex as your supervisor?
1. N	No	2.	Yes
122 take	en part in a field tra	ining	exercise that included both men and women soldiers?
1. N	lo	2.	Yes
123 Hov	w many years of scho	oolin	g have you had?
2. 9 3. 1 4. 1 5. 1 6. 1	or less -12 3 4 5 6 7 or more		
124. What	is the highest educati	onal	diploma or degree you have received?
2. G 3. H 4. A 5. B	lo high school diplom i.E.D. ligh school diploma issociate's Degree achelor's Degree raduate or Profession		

# PART H (Continued)

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

#### **Enlisted Personnel**

1. Combat Including:

Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

Administration Ammunition Aviation Maintenance Automatic Data Processing Band **Exceptional Management Specialties** Field Service Food Service Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

4. I don't know

#### **Officers**

 Combat Including:

> Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

# PART H (Continued)

# 126. About how long have you been in the Army?

- Less than one year
- 2. One to three years
- 3. Four to six years
- Seven to ten years 4.
- More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- Yes, I think so
- 2.
- Not sure but probably Not sure but probably not 3.
- No, I don't think so
- I have no idea at all

# 129. Are most of your friends in the Army, or are most of them outside the Army?

- 1. Most are in the Army
- 2. About half and half
- 3. Most are outside the Army

# 130. What is your pay grade?

- E1-E2 1.
- 2. E3-E5
- 3. E6-E9
- W1-W4 4.
- 5. 01-03
- 04 or above

# 131. In which of these groups do you generally place yourself?

- White 1.
- 2. Black
- 3. Mexican American
- Puerto Rican 4.
- 5. Latin American
- 6. Other Spanish
- 7. Filipino American
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me -- I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

Please do not write below this line

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Dispersed, Men First, OPSCAN Sheet, Likert

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
DEPARTMENT OF THE ARMY

#### INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

## **EXAMPLE**

Questionnaire Item

Answer Sheet

23. How good are most soldiers at their job?

- 1. Very good
- 2. Fairly good
- 3. So-so
- 4. Not very good
- 5. Not good at all

23.

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: <u>first</u>, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

#### PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like signal or military police,

- . .company morale usually goes way up.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 2. . . the level of discipline usually goes way down.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 3. . . the soldiers take their jobs just as seriously as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 4. . . the soldiers develop just as much confidence in each other compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 5. . .a lot less work gets done compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

When women are assigned to support companies like signal or military police,

- 6. . . one sees just as much teamwork as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 7. . . there is just as much group spirit as before
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 8. . . pregnancy very often becomes a serious problem.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 9. . . the company carries out its mission just as well as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . . company morale would go way up.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

If women were assigned to combat companies (say, Armor or Infantry),

- 11. . . the level of discipline would go way down.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 12. . .the soldiers would take their jobs just as seriously as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- . . the soldiers would develop just as much confidence in each other compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 14. . .a lot less work would get done compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 15. . . one would expect to see just as much teamwork as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 16. . . there would be just as much group spirit as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

## PART A (Continued)

If women were assigned to combat companies (say, Armor or Infantry),

- 17. . . pregnancy would very often become a serious problem.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 18. . . the company would carry out its mission just as well as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

## PART B

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, and then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the MEN.

Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 19. . . would be able to drive a jeep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 20. . . would be able to dig a foxhole that would protect them from enemy fire.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# PART B (Continued)

Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 21. . . would be able to give commands in a firm and convincing manner.
  - 1. Strongly agree

- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 22. . . would be able to do their fair share in putting up a tent.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 23. . . would be able to handle guard-duty alone in an isolated place.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 24. . . would be able to go for a week without a chance to shower.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 25. . .would be able to live in the field for two weeks with men and women using the same facilities.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 26. . . would be able to keep going after a fellow soldier had been killed.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 27. . . would be able to stay cool under the stress of battle.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 28. . . would be able to carry a full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 29. . . would be able to drive a 2 1/2-ton truck.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 30. . . would be able to engage the enemy in hand-to-hand combat.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 31. . . would be able to complete a 15-mile march with full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

## PART B (Continued)

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 32. .. would be able to use an M-16 rifle to attack an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 33. . . would be able to fire at an attacking enemy soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly agree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 35. . . would be able to continue fighting for long periods with no chance to sleep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 36. . . would be able to take charge of a squad and lead an attack on an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 37. . . would be able to shoot to kill.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 38. . . would be able to carry and use a machine gun.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

The statements above were about the abilities of enlisted MEN. The statements below are about the abilities of enlisted WOMEN.

Almost all enlisted WOMEN (assuming they had had the necessary training or experience)

- 39. . .would be able to drive a jeep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 40. . . would be able to dig a foxhole that would protect them from enemy fire.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 41. . .would be able to give commands in a firm and convincing manner.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - Moderately disagree
  - 6. Strongly disagree

## PART B (Continued)

Almost all enlisted WOMEN (assuming they had had the necessary training or experience)

- 42. . . would be able to do their fair share in putting up a tent.
  - 1. Strongly agree

10

- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 43. . .would be able to handle guard-duty alone in an isolated place.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 44. . .would be able to go for a week without a chance to shower.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 45. . .would be able to live in the field for two weeks with men and women using the same facilities.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 46. . .would be able to keep going after a fellow soldier had been killed.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 47. . . would be able to stay cool under the stress of battle.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Almost all enlisted WOMEN (assuming they had had the necessary training or experience)

- 48. . . would be able to carry a full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 49. . . would be able to drive a 2 1/2 ton truck.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 50. . . would be able to engage the enemy in hand-to-hand combat.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 51. . .would be able to complete a 15-mile march with full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 52. . .would be able to use an M-16 rifle to attack an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

## PART B (Continued)

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 53. . .would be able to fire at an attacking enemy soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 55. . .would be able to continue fighting for long periods with no chance to sleep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 56. . .would be able to take charge of a squad and lead an attack on an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 57. . .would be able to shoot to kill.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# PART B (Continued)

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 58. . . would be able to carry and use a machine gun.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

## PART C

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree

- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - Moderately disagree
  - 6. Strongly disagree
- 62. If men are drafted, women should be drafted too.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# PART C (Continued)

- 63. Women should be used in guard-duty assignments the same way men are used.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 64. Women usually work better under pressure than men do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 65. Men definitely have more common sense than women do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 66. Men can almost always do a better job of supervising male soldiers than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 67. Women can almost always do a better job of supervising female soldiers than men can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - S. Strongly disagree
- 68. Men usually make better commanders than women do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# PART C (Continued)

- 69. Men can usually endure weather conditions of extreme heat or cold better than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 70. Men almost always have more physical strength than women do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 71. Men can usually endure the rigors of outdoor living better than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 72. Women are usually better at taking orders than men are.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 73. It is much worse for a woman to be captured by the enemy than for a man.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 74. The Army's mission is best carried out by men only.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# PART C (Continued)

- 75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 76. Female commanders will get just as much respect from the men in their units as male commanders get.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 78. If women were assigned to combat units, the Army would become somewhat less effective.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 79. Women don't make very good bosses at work.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 80. Women should be included in space missions.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

#### PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented? First, imagine the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

Situation #1. Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

- 81. In this situation, Pfc. John Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 82. In this situation, Pfc. Mary Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Situation #2. You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- 83. In this situation, Pfc. John Jones would probably bring you back out of the clearing and then try to take you back to the base.
  - Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 84. In this situation, Pfc. Mary Jones would probably bring you back out of the clearing and then try to take you back to the base.
  - Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

## PART D (Continued)

Situation #3. You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

- 85. In this situation, Pfc. John Jones would probably stay awake and alert.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 86. In this situation, Pfc. Mary Jones would probably stay awake and alert.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Situation #4. You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- 87. In this situation, Pfc. *John* Jones would in spite of the wound continue to fire at the approaching enemy.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 88. In this situation, Pfc. Mary Jones would in spite of the wound continue to fire at the approaching enemy.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted men and almost all enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted MEN. (Assume that they have the necessary training or experience).

- 89. Almost all enlisted MEN have enough physical strength to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 90. Almost all enlisted MEN have enough stamina to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 91. Almost all enlisted MEN have enough guts to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

The questions above asked about enlisted MEN. Now let's take the enlisted WOMEN. (Again, assume they have the necessary training or experience).

- 92. Almost all enlisted WOMEN have enough physical strength to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 93. Almost all enlisted WOMEN have enough stamina to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slight disagree
  - 5. Moderately disagree
  - Strongly disagree
- 94. Almost all enlisted WOMEN have enough guts to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree

- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree

#### PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# PART F (Continued)

100. How hard was it to decide on the answers you wanted?

- 1. Very hard
- 2. Fairly hard
- 3. Not very hard
- 4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to mark the answer - after I had decided which one I wanted."

- 1. Strongly agree
- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

- 1. Yes, definitely
- 2. Yes, probably
- 3. Not sure
- 4. No, probably not
- 5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strigth, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - 1. Women should be assigned mainly in the administrative and medical fields.
  - Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - 1. Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

	115. Wh	at is your sex?		
	1.	Male	2.	Female
	Have yo	u, at any time in the la	ast thre	e years:
	116 t	peen assigned to a unit	t that h	ad a woman company commander?
	1.	No	2.	Yes
	117 Ł	peen assigned to a (cor	mpany-	size) unit that had both men and women soldiers?
	1.	No	2.	Yes
		peen assigned to a sma soldiers in it?	ller uni	t (say, a platoon or section) that had both men and women
	1.	No	2.	Yes
	119t	peen given the job of	f superv	vising the work of other soldiers?
	1. 2. 3. 4.	No Yes — both men a Yes — but only me Yes — but only wo	en	men
	1201	nad a soldier of the	opposit	e sex as your own supervisor?
	1.	No	2.	Yes
	121	nad a person of your	own s	ex as your supervisor?
	1.	No	2.	Yes
	122t	aken part in a field	training	exercise that included both men and women soldiers?
والمستواد والمستود والمستواد والمستواد والمستود والمستواد والمستواد والمستواد والمستواد والمستود والمستواد		No	2.	Yes
	123H	How many years of s	choolir	ng have you had?
	1. 2. 3. 4. 5. 6. 7.	8 or less 9-12 13 14 15 16 17 or more		
	124. Wh	at is the highest edu	cationa	I diploma or degree you have received?
	1. 2. 3.	No high school dip G.E.D. High school diplom		or G.E.D.
	4. 5.	Associate's Degree Bachelor's Degree		
	6.	Graduate or Profess	sional L	Degree

## PART H (Continued)

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

#### **Enlisted Personnel**

1. Combat Including:

Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

Administration Ammunition Aviation Maintenance Automatic Data Processing Band **Exceptional Management Specialties** Field Service Food Service Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

I don't know

Officers

 Combat Including:

> Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

- 126. About how long have you been in the Army?
  - 1. Less than one year
  - 2. One to three years
  - 3. Four to six years
  - 4. Seven to ten years
  - 5. More than ten years
- 127. Will you be able to retire sometime in the next five years if you want to?
  - 1. Yes
  - 2. No
- 128. Do you think you will be in the Army five years from now?
  - 1. Yes, I think so
  - 2. Not sure but probably
  - 3. Not sure but probably not
  - 4. No, I don't think so
  - 5. I have no idea at all
- 129. Are most of your friends in the Army, or are most of them outside the Army?
  - 1. Most are in the Army
  - 2. About half and half
  - 3. Most are outside the Army
- 130. What is your pay grade?
  - 1. E1-E2
  - 2. E3-E5
  - 3. E6-E9
  - 4. W1-W4
  - 5. 01-03
  - 6. 04 or above
- 131. In which of these groups do you generally place yourself?
  - 1. White
  - 2. Black
  - 3. Mexican American
  - 4. Puerto Rican
  - 5. Latin American
  - 6. Other Spanish
  - 7. Filipino American
  - 8. American Indian/Native American
  - 9. Asian American
  - 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me -- I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

Please do not write below this line

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-	PART B	19	2	3	4	5	6	20	2	3	4	5	6	21	2	3	4	5	6	1 22	2	3	4	5 6	2	1	2	3 .	4 5	5 6	2	1	2	3	4	5	6	
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		43	2	3	4	5	6	44	2	3	4	5	6	45	2	3	4	5	6	46	2	3	4	5 6	4	1	2	3 .	4 5	5 6	4		2	3	4	5	6	
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-	PART F	95	2	3	4	5		96		3	4			1	2	3	4	5	6		2	3	4	5 6	5	1	2	3 4	4 5	5 6		1	2	3	4			
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Dispersed, Women First, OPSCAN Sheet, Likert

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL

DEPARTMENT OF THE ARMY

#### **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

## **EXAMPLE**

Questionnaire Item

Answer Sheet

23. How good are most soldiers at their job?

- 1. Very good
- 2. Fairly good
- 3. So-so
- 4. Not very good
- 5. Not good at all

23.

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: <u>first</u>, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

#### PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like signal or military police,

- 1. . . company morale usually goes way up.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 2. . . the level of discipline usually goes way down.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 3. . . the soldiers take their jobs just as seriously as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 4. . .the soldiers develop just as much confidence in each other compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 5. . . a lot less work gets done compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

When women are assigned to support companies like signal or military police,

- 6. . . one sees just as much teamwork as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 7. . . there is just as much group spirit as before
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 8. . . pregnancy very often becomes a serious problem.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 9. . . the company carries out its mission just as well as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . . company morale would go way up.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

If women were assigned to combat companies (say, Armor or Infantry),

- 11. . . the level of discipline would go way down.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 12. . .the soldiers would take their jobs just as seriously as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- . . the soldiers would develop just as much confidence in each other compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 14. . .a lot less work would get done compared with before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 15. . . one would expect to see just as much teamwork as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 16. . . there would be just as much group spirit as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - Moderately disagree
  - 6. Strongly disagree

If women were assigned to combat companies (say, Armor or Infantry),

- 17. . .pregnancy would very often become a serious problem.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 18. . . the company would carry out its mission just as well as before.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - Moderately disagree
  - 6. Strongly disagree

#### PART B

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, and then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the WOMEN.

Almost all enlisted WOMEN (assuming they had had the necessary training or experience),

- 19. . . would be able to drive a jeep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 5. Strongly disagree
- 20. . . would be able to dig a foxhole that would protect them from enemy fire.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# Almost all enlisted WOMEN (assuming they had had the necessary training or experience)

- 21. . . would be able to give commands in a firm and convincing manner.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 22. . . would be able to do their fair share in putting up a tent.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 23. . . would be able to handle guard-duty alone in an isolated place.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 24. . . would be able to go for a week without a chance to shower.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 25. . .would be able to live in the field for two weeks with men and women using the same facilities.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 26. . . would be able to keep going after a fellow soldier had been killed.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Almost all enlisted WOMEN (assuming they had had the necessary training or experience)

- 27. . . would be able to stay cool under the stress of battle.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 28. . . would be able to carry a full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 29. . . would be able to drive a 2 1/2-ton truck.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 30. . . would be able to engage the enemy in hand-to-hand combat.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 31. . . would be able to complete a 15-mile march with full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 32. .. would be able to use an M-16 rifle to attack an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 33. . . would be able to fire at an attacking enemy soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly agree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 35. . . would be able to continue fighting for long periods with no chance to sleep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 36. . . would be able to take charge of a squad and lead an attack on an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted WOMEN (even assuming they had had the necessary training or experience)

- 37. . . would be able to shoot to kill.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 38. . . would be able to carry and use a machine gun.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

The statements above were about the abilities of enlisted WOMEN. The statements below are about the abilities of enlisted MEN.

Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 39. . . would be able to drive a jeep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 40. . .would be able to dig a foxhole that would protect them from enemy fire.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 41. . .would be able to give commands in a firm and convincing manner.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 42. . . would be able to do their fair share in putting up a tent.
  - 1. Strongly agree

- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 43. . .would be able to handle guard-duty alone in an isolated place.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 44. . . would be able to go for a week without a chance to shower.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- would be able to live in the field for two weeks with men and women using the same facilities.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 46. . .would be able to keep going after a fellow soldier had been killed.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 47. . . would be able to stay cool under the stress of battle.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Almost all enlisted MEN (assuming they had had the necessary training or experience)

- 48. . . would be able to carry a full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 49. . . would be able to drive a 2 1/2 ton truck.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 50. . .would be able to engage the enemy in hand-to-hand combat.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 51. . .would be able to complete a 15-mile march with full field pack.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 52. . .would be able to use an M-16 rifle to attack an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 53. . .would be able to fire at an attacking enemy soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 55. . .would be able to continue fighting for long periods with no chance to sleep.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 56. . .would be able to take charge of a squad and lead an attack on an enemy position.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 57. . .would be able to shoot to kill.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Fewer than half the enlisted MEN (even assuming they had had the necessary training or experience)

- 58. . . would be able to carry and use a machine gun.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

#### PART C

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 62. If men are drafted, women should be drafted too.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

- 63. Women should be used in guard-duty assignments the same way men are used.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 64. Women usually work better under pressure than men do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 65. Men definitely have more common sense than women do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 66. Men can almost always do a better job of supervising male soldiers than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 67. Women can almost always do a better job of supervising female soldiers than men can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 68. Men usually make better commanders than women do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

- 69. Men can usually endure weather conditions of extreme heat or cold better than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 70. Men almost always have more physical strength than women do.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 71. Men can usually endure the rigors of outdoor living better than women can.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 72. Women are usually better at taking orders than men are.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 73. It is much worse for a woman to be captured by the enemy than for a man.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 74. The Army's mission is best carried out by men only.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

- 75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- Female commanders will get just as much respect from the men in their units as male commanders get.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 78. If women were assigned to combat units, the Army would become somewhat less effective.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 79. Women don't make very good bosses at work.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 80. Women should be included in space missions.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

#### PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented? First, imagine the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

Situation #1. Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

- 81. In this situation, Pfc. Mary Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 82. In this situation, Pfc. John Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Situation #2. You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- 83. In this situation, Pfc. Mary Jones would probably bring you back out of the clearing and then try to take you back to the base.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 84. In this situation, Pfc. John Jones would probably bring you back out of the clearing and then try to take you back to the base.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Situation #3. You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

- 85. In this situation, Pfc. Mary Jones would probably stay awake and alert.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 86. In this situation, Pfc. John Jones would probably stay awake and alert.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

Situation #4. You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- 87. In this situation, Pfc. Mary Jones would in spite of the wound continue to fire at the approaching enemy.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 88. In this situation, Pfc. John Jones would in spite of the wound continue to fire at the approaching enemy.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

#### PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted women and almost all enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted WOMEN. (Assume that they have the necessary training or experience).

- 89. Almost all enlisted WOMEN have enough physical strength to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - Strongly disagree
- 90. Almost all enlisted WOMEN have enough stamina to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 91. Almost all enlisted WOMEN have enough guts to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

The questions above asked about enlisted WOMEN. Now let's take the enlisted MEN. (Again, assume they have the necessary training or experience).

- 92. Almost all enlisted MEN have enough physical strength to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 93. Almost all enlisted MEN have enough stamina to be a combat soldier.
  - 1. Strongly agree
  - Moderately agree
  - 3. Slightly agree
  - 4. Slight disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 94. Almost all enlisted MEN have enough guts to be a combat soldier.
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree

- 4. Slightly disagree
- Moderately disagree
- 6. Strongly disagree

#### PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

100. How hard was it to decide on the answers you wanted?

- 1. Very hard
- 2. Fairly hard
- 3. Not very hard
- 4. Not hard at all
- 101. Would you agree or disagree with this next statement?

"It was easy to mark the answer - after I had decided which one I wanted."

- 1. Strongly agree
- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - When the company is at full strength, with 50% of the spaces filled by women
  - When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

- 1. Women should be assigned mainly in the administrative and medical fields.
- 2. Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - 1. Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

115. What is your sex?

1.	Male	2.	Female
Have yo	u, at any time in the last	thre	e years:
116 t	peen assigned to a unit the	hat h	ad a woman company commander?
1.	No	2.	Yes
117 t	peen assigned to a (comp	any-	size) unit that had both men and women soldiers?
1.	No	2.	Yes
118 t	peen assigned to a smalle coldiers in it?	er uni	t (say, a platoon or section) that had both men and women
1.	No	2.	Yes
119t	peen given the job of s	uperv	vising the work of other soldiers?
1. 2. 3. 4.	No Yes — both men and Yes — but only men Yes — but only wom and a soldier of the op	nen	nen e sex as your own supervisor?
1.	No	2.	Yes
121	nad a person of your o	wn s	ex as your supervisor?
1.	No	2.	Yes
122t	aken part in a field tra	aining	exercise that included both men and women soldiers?
1.	No	2.	Yes
123 H	low many years of sch	oolin	g have you had?
4. 5. 6. 7.	8 or less 9-12 13 14 15 16 17 or more at is the highest educat	tional	diploma or degree you have received?
1.	No high school diplor	ma o	r G.E.D.
2. 3.	G.E.D. High school diploma		
4. 5.	Associate's Degree Bachelor's Degree		
6.	Graduate or Profession	nal D	Degree

125. In which of the following three categories (combat, combat support, or combat ser vice support) is your career branch/career management field?

#### **Enlisted Personnel**

1. Combat Including:

Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

Administration Ammunition Aviation Maintenance Automatic Data Processing Band **Exceptional Management Specialties** Field Service Food Service Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

4. I don't know

Officers

1. Combat Including:

Infantry
Armor
Air Defense Artillery
Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

- 126. About how long have you been in the Army?
  - 1. Less than one year
  - 2. One to three years
  - 3. Four to six years
  - 4. Seven to ten years
  - 5. More than ten years
- 127. Will you be able to retire sometime in the next five years if you want to?
  - 1. Yes
  - 2. No

- 128. Do you think you will be in the Army five years from now?
  - 1. Yes, I think so
  - 2. Not sure but probably
  - 3. Not sure but probably not
  - 4. No, I don't think so
  - 5. I have no idea at all
- 129. Are most of your friends in the Army, or are most of them outside the Army?
  - 1. Most are in the Army
  - 2. About half and half
  - 3. Most are outside the Army
- 130. What is your pay grade?
  - 1. E1-E2
  - 2. E3-E5
  - 3. E6-E9
  - 4. W1-W4
  - 5. 01-03
  - 6. 04 or above
- 131. In which of these groups do you generally place yourself?
  - 1. White
  - 2. Black
  - 3. Mexican American
  - 4. Puerto Rican
  - 5. Latin American
  - 6. Other Spanish
  - 7. Filipino American
  - 8. American Indian/Native American
  - 9. Asian American
  - 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me -- I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

# COMMENTS

Please do not write below this line

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Compact, Men First, Traditional, Multiple Choice

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
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OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
DEPARTMENT OF THE ARMY

### **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"



Very good Fairly good

3. So-so

4. Not very good

Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

#### PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police,

- . .what usually happens to company morale?
  - 1. It goes way up
  - 2. It goes up a little
  - 3. It stays about the same
  - 4. It goes down a little
  - 5. It goes way down
- 2. . .what usually happens to the level of discipline?
  - 1. It goes way down
  - 2. It goes down a little
  - 3. It doesn't change
  - 4. It goes up a little
  - 5. It goes way up
- 3. . .how seriously do the soldiers take their jobs — compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- . . how much confidence do the soldiers develop in each other — compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 5. . .how much work gets done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before

- 6. . . how much teamwork does one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - The same amount of teamwork as before
  - A little more teamwork than before
  - 5. A lot more teamwork than before
- 7. . .how much group spirit is there -- compared with before?
  - 1. A lot more group spirit than before
  - 2. A little more group spirit than before
  - Just as much group spirit as before
  - 4. A little less group spirit than before
  - 5. A lot less group spirit than before
- 8. . . how often does pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- . . how well does the company carry out its mission – compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . .what do you think would happen to company morale?
  - 1. It would go way up
  - 2. It would go up a little
  - 3. It would stay about the same
  - It would go down a little
  - 5. It would go way down
- 11. . . what do you think would happen to the level of discipline?
  - 1. It would go way down
  - 2. It would go down a little
  - 3. It wouldn't change
  - 4. It would go up a little
  - 5. It goes way up
- 12. . .how seriously would the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- 13. . .how much confidence would the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - The same amount of confidence as before
  - A little more confidence than before
  - 5. A lot more confidence than before
- 14. . .how much work would get done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before

- 15. . .how much teamwork would one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - The same amount of teamwork as before
  - A little more teamwork than before
  - 5. A lot more teamwork than before
- 16. . .how much group spirit would one expect to see compared with before?
  - A lot more group spirit than before
  - A little more group spirit than before
  - Just as much group spirit as before
  - 4. A little less group spirit than before
  - 5. A lot less group spirit than before
- 17. . . how often would pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- 18. . .how well would the company carry out its mission compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted men and, then, how many enlisted women) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **MEN**.

How many enlisted MEN (assuming they had had the necessary training or experience),	Almost all of them	More than half	About half	Fewer than	Almost none of them
19 would be able to drive a jeep?	1	2	3	4	5
20would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
21 would be able to give commands in a firm and convincing manner?	1	2	3	4	5
22would be able to do their fair share in putting up a tent?	1	2	3	4	5
23would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
24 would be able to go for a week without a chance to shower?	1	2	3	4	5
25would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
26would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
27 would be able to stay cool under the stress of battle?	1	2	. 3	4	5
28would be able to carry a full field pack?	1	2	3	4	5

How many enlisted MEN (assuming they had had the necessary training or experience),	Almost all of them	More than half	About half	Fewer than half	Almost none of them
29would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
30would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
31would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
32would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
33 would be able to fire at an attacking enemy soldier?	1	2	3	4	5
34would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
35would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
36would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
37would be able to shoot to kill?	1	2	3	4	5
38would be able to carry and use a machine gun?	1	2	3	4	5

The statements above were about the abilities of enlisted men. The statements below are about the abilities of enlisted  $\mathbf{WOMEN}$ .

How many enlisted WOMEN (assuming they had had the necessary training or experience),	Almost all of them	More than half	About half	Fewer than half	Almost none of them
39 would be able to drive a jeep?	1	2	3	4	5
40would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
41would be able to give commands in a firm and convincing manner?	1	2	3	4	5
42 would be able to do their fair share in putting up a tent?	1	2	3	4	5
43would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
44 would be able to go for a week without a chance to shower?	1	2	3	4	5
45would be able to live in the field for two weeks — with men and women using					
the same facilities?  46 would be able to keep going	1	2	3	4	5
after a fellow soldier had been killed?	1	2	3	4	5
47would be able to stay cool under the stress of battle?	1	2	3	4	5
48would be able to carry a full field pack?	1	2	3	4	5

How many enlisted WOMEN (assuming they had had the necessary training or experience),	Almost all of them	More than	About half	Fewer than half	Almost none of them
49 would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
50would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
51would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
52would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
53would be able to fire at an attacking enemy soldier?	1	2	3	4	5
54would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
55would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
56would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
57would be able to shoot to kill?	1	2	3	4	5

2

3

5

1

58. . .would be able to carry and use

a machine gun?

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No -not at all
- 60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No not at all
- 61. How should women be used in support units (for example, Signal or Military Police)?
  - 1. The same way men are used
  - 2. In some kinds of jobs but not others
  - 3. Only where men are not available
  - Women should not be in these units at all
- 62. If men are drafted into the Army, should women be drafted too?
  - 1. Yes the same as men
  - 2. Only if there are not enough men
  - 3. Only if there is a shooting war
  - 4. No not at all
- 63. How should women be used in guard-duty assignments?
  - 1. The same way men are used
  - In some kinds of duties but not others
  - Only where men are not available
  - 4. Women should not be given guard-duty assignments at all

- 64. Who work better under pressure men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 65. Who have more common sense men or women – or don't you think there is a difference?
  - 1. Men definitely
  - 2. Men probably
  - 3. No difference
  - 4. Women probably
  - 5. Women definitely
- 66. Who can do a better job of supervising male soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 67. Who are better at supervising female soldiers men or women or don't you think there is a difference?
  - Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 68. Who usually make better commanders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always

- 69. Who are better able to endure weather conditions of extreme heat or cold men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 70. Who have more physical strength men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 71. Who are better able to endure the rigors of outdoor living men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 72. Who are better at taking orders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 73. Which is worse for a man to be captured by the enemy or for a woman to be captured by the enemy or is one just as bad as the other?
  - Much worse for a man to be captured
  - 2. Somewhat worse for a man to be captured
  - 3. One is just as bad as the other
  - Somewhat worse for a woman to be captured
  - Much worse for a woman to be captured

- 74. The Army's mission is best carried out:
  - 1. By men only
  - Mostly by men with some women in support roles
  - Mostly by men with some women in combat as well as support roles
  - 4. Equally by men and women
  - 5. Mostly by women
- 75. If a greater number of women were placed in command positions, the effectiveness of the Army:
  - 1. Would go way up
  - 2. Would go up a little
  - 3. Would not change
  - 4. Would go down a little
  - 5. Would go way down
- 76. How much respect will female commanders get from the men in their units?
  - A lot less respect than male commanders get
  - A little less respect than male commanders get
  - Just as much respect as male commanders get
  - A little more respect than male commanders get
  - A lot more respect than male commanders get
- 77. How good would women be as frontline soldiers if they were given the same training that men are given?
  - 1. A lot better than men
  - 2. A little better than men
  - 3. About the same as men
  - 4. A little worse than men
  - 5. A lot worse than men
- 78. If women were assigned to combat units, the Army would:
  - 1. Become much more effective
  - 2. Become somewhat more effective
  - 3. Remain just as effective
  - 4. Become somewhat less effective
  - 5. Become much less effective

- 79. What sort of bosses at work do women make?
  - 1. Very good
  - 2. Fairly good
  - 3. So-so
  - 4. Not very good
  - 5. Poor

- 80. Do you think women should be included in space missions?
  - 1. No, they should not be included
  - Perhaps but only if there aren't enough qualified men available
  - Perhaps but only if they are single and don't have any children
  - Yes provided there are some men along also
  - Yes, they should be included

#### PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

#### Situation #1

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company. Given the following choices:

- 1. Keep down and fire at enemy soldiers or suspected enemy locations
- 2. Keep down, occasionally firing in the direction of the enemy
- 3. Keep down in the foxhole and not fire at all
- 4. Something else that was not appropriate
- 81. What do you think Pfc. John Jones would probably do? 1 2 3 4
- 82. What do you think Pfc. Mary Jones would probably do? 1 2 3 4

#### Situation #2

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing. Given the following choices:

- 1. Bring you back out of the clearing and then try to take you back to the base
- 2. Guard you from the woods but make no attempt to rescue you
- 3. Leave you there while returning to the base to get help
- 4. Something else that was not appropriate
- 83. What do you think Pfc. John Jones would probably do? 1 2 3 4
- 84. What do you think Pfc. Mary Jones would probably do? 1 2 3 4

### Situation #3

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding. Given the following choices:

- 1. Stay awake and alert
- 2. Stay awake though not very alert
- 3. Doze off occasionally throughout the night
- 4. Something else that was not appropriate
- 85. What do you think Pfc. John Jones would probably do? 1 2 3 4
- 86. What do you think Pfc. Mary Jones would probably do? 1 2 3

#### Situation #4

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small schrapnel in the left arm and shoulder. The enemy are moving toward you with small arms fire. Given the following choices:

- 1. In spite of the wound, continue to fire at the approaching enemy
- 2. Because of the wound, be able to fire only a few rounds
- 3. Because of the wound, be unable to fire at all
- 4. Something else that was not appropriate
- 87. What do you think Pfc. John Jones would probably do? 1 2 3
- 88. What do you think Pfc. Mary Jones would probably do? 1 2 3

# PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. How many enlisted men and how many enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted **MEN**.

Assuming the necessary training or experience, how many enlisted MEN:	Almost all of them	More than half	About half	Fewer than half	Almost none of them
89 have enough physical strength to be a combat soldier?	1	2	3	4	5
90 have enough stamina to be a combat soldier?	1	2	3	4	5
91 have enough guts to be a combat soldier?	1	2	3	4	5

The questions above asked about enlisted MEN. Now, let's take enlisted WOMEN.

Assuming the necessary training or experience, how many enlisted WOMEN:	Almost all of them	More than half	About half	Fewer than half	Almost none of them
92 have enough physical strength to be a combat soldier?	1	2	3	4	5
93 have enough stamina to be a combat soldier?	1	2	3	4	5
94 have enough guts to be a combat soldier?	1	2	3	4	5

## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

- 100. How hard was it to decide on the answers you wanted?
  - 1. Very hard
  - 2. Fairly hard
  - 3. Not very hard
  - 4. Not hard at all
- 101. Would you agree or disagree with this next statement?
  - "It was easy to mark the answer after I had decided which one I wanted."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

#### PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - 1. Women should be assigned mainly in the administrative and medical fields.
  - Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - 1. Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

# PART H

115. \	What is your sex?		
1	1. Male	2. Female	
Have	you, at any time in the last	three years:	
116	. been assigned to a unit t	nat had a woman company commander?	
1	I. No	2. Yes	
117	. been assigned to a (comp	pany-size) unit that had both men and women so	oldiers?
1	I. No	2. Yes	
118	. been assigned to a smalle soldiers in it?	r unit (say, a platoon or section) that had both	men and women
1	l. No	2. Yes	
119	been given the job of s	upervising the work of other soldiers?	
3	. No 2. Yes — both men and 3. Yes — but only men 4. Yes — but only wom		• /
120	.had a soldier of the op	posite sex as your own supervisor?	
1	. No	2. Yes	
121	.had a person of your o	wn sex as your supervisor?	
1	. No	2. Yes	
122	.taken part in a field tra	ining exercise that included both men and w	omen soldiers?
1	. No	2. Yes	
123	.How many years of sch	ooling have you had?	
1 2 3 4 5 6	. 13 . 14 . 15 . 16		
124. W	hat is the highest educat	ional diploma or degree you have received?	
1 2 3 4 5 6	<ul> <li>G.E.D.</li> <li>High school diploma</li> <li>Associate's Degree</li> <li>Bachelor's Degree</li> </ul>		

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

# **Enlisted Personnel**

 Combat Including:

> Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

Administration
Ammunition
Aviation Maintenance
Automatic Data Processing
Band
Exceptional Management
Specialties
Field Service
Food Service
Mechanical Maintenance
Medical
Petroleum
Supply
Topographic Engineering and
Map Reproduction
Transportation

4. I don't know

Officers

 Combat Including:

> Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

# 126. About how long have you been in the Army?

- 1. Less than one year
- 2. One to three years
- 3. Four to six years
- 4. Seven to ten years
- 5. More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- 1. Yes, I think so
- 2. Not sure but probably
- 3. Not sure but probably not
- 4. No, I don't think so
- 5. I have no idea at all

# 129. Are most of your friends in the Army, or are most of them outside the Army?

- 1. Most are in the Army
- 2. About half and half
- 3. Most are outside the Army

# 130. What is your pay grade?

- 1. E1-E2
- 2. E3-E5
- 3. E6-E9
- 4. W1-W4
- 5. 01-03
- 6. 04 or above

# 131. In which of these groups do you generally place yourself?

- 1. White
- 2. Black
- 3. Mexican American
- 4. Puerto Rican
- 5. Latin American
- 6. Other Spanish
- 7. Filipino American
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me -- I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

Please do not write below this line

Α	0 1	2	3	4	5	6	7	8	9							В	0	1	2	3	4 5	6	7	8	9
Т	0 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15										



Compact, Women First, Traditional, Multiple Choice

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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DEPARTMENT OF THE ARMY



#### **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"



Very good Fairly good

- 3. So-so
- 4. Not very good
- 5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

#### **PART A**

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police,

- . .what usually happens to company morale?
  - 1. It goes way up
  - 2. It goes up a little
  - 3. It stays about the same
  - 4. It goes down a little
  - 5. It goes way down
- 2. . . what usually happens to the level of discipline?
  - 1. It goes way down
  - 2. It goes down a little
  - 3. It doesn't change
  - 4. It goes up a little
  - 5. It goes way up
- 3. . . how seriously do the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- . . how much confidence do the soldiers develop in each other – compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 5. . . how much work gets done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before

- 6. . .how much teamwork does one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - 3. The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before
- ...how much group spirit is there compared with before?
  - 1. A lot more group spirit than before
  - A little more group spirit than before
  - Just as much group spirit as before
  - A little less group spirit than before
  - A lot less group spirit than before
- 8. . . how often does pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- . . how well does the company carry out its mission – compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . .what do you think would happen to company morale?
  - 1. It would go way up
  - 2. It would go up a little
  - 3. It would stay about the same
  - 4. It would go down a little
  - 5. It would go way down
- 11. . . what do you think would happen to the level of discipline?
  - 1. It would go way down
  - 2. It would go down a little
  - 3. It wouldn't change
  - 4. It would go up a little
  - 5. It goes way up
- 12. . .how seriously would the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- 13. . .how much confidence would the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - The same amount of confidence as before
  - A little more confidence than before
  - 5. A lot more confidence than before
- 14. . .how much work would get done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before

- 15. . .how much teamwork would one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - 3. The same amount of teamwork as before
  - A little more teamwork than before
  - 5. A lot more teamwork than before
- 16. . .how much group spirit would one expect to see compared with before?
  - 1. A lot more group spirit than before
  - 2. A little more group spirit than before
  - Just as much group spirit as before
  - 4. A little less group spirit than before
  - 5. A lot less group spirit than before
- 17. . . how often would pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- 18. . .how well would the company carry out its mission compared with before?
  - 1. A lot better than before
  - Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted women and, then, how many enlisted men) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the WOMEN.

How many enlisted WOMEN (assuming they had had the necessary training or experience),	Almost all of them	More than	About half	Fewer than	Almost none of them
19 would be able to drive a jeep?	1	2	3	4	5
20would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
21would be able to give com- mands in a firm and convincing manner?	1	2	3	4	5
22would be able to do their fair share in putting up a tent?	1	2	3	4	5
23would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
24would be able to go for a week without a chance to shower?	1	2	3	4	5
25would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
26would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
27 would be able to stay cool under the stress of battle?	1	2	3	4	5
28 would be able to carry a full field pack?	1	2	3	4	5

How many enlisted WOMEN (assuming they had had the necessary training or experience),	Almost all of them	More than half	About half	Fewer than half	Almost none of them
29would be able to drive a 2 1/2 ton truck?	. 1	2	3	4	5
30would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
31would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
32would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
33would be able to fire at an attacking enemy soldier?	1	2	3	4	5
34would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
35would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
36would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
37would be able to shoot to kill?	1	2	3	4	5
38would be able to carry and use a machine gun?	1	2	3	4	5

The statements above were about the abilities of enlisted women. The statements below are about the abilities of enlisted MEN.

How many enlisted MEN (assuming they had had the					
necessary training or experience),	Almost all of them	More than half	About	half half	Almost none of them
39 would be able to drive a jeep?	1	2	3	4	5
40 would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
		2	•		3
41would be able to give commands in a firm and convincing manner?	1	2	3	4	5
42 would be able to do their fair share in putting up a tent?	1	2	3	4	5
43 would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
44 would be able to go for a week without a chance to shower?	1	2	3	4	5
45 would be able to live in the field for two weeks — with men and women using					
the same facilities?	1	2	3	4	5
46would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
47 would be able to stay cool under the stress of battle?	1	2	3	4	5
48would be able to carry a full field pack?	1	2	3	4	5

How many enlisted MEN (assuming they had had the necessary training or experience),	Almost all of them	More than	About half	Fewer than	Almost none of them
49 would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
50would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
51would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
52would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
53would be able to fire at an attacking enemy soldier?	1	2	3	4	5
54 would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
55would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
56would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
57would be able to shoot to kill?	1	2	3	4	5
58would be able to carry and use a machine gun?	1	2	3	4	5

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No -not at all
- 60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
  - 1. Yes on the same basis as men
  - Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No not at all
- 61. How should women be used in support units (for example, Signal or Military Police)?
  - 1. The same way men are used
  - 2. In some kinds of jobs but not others
  - 3. Only where men are not available
  - Women should not be in these units at all
- 62. If men are drafted into the Army, should women be drafted too?
  - 1. Yes the same as men
  - 2. Only if there are not enough men
  - 3. Only if there is a shooting war
  - 4. No not at all
- 63. How should women be used in guard-duty assignments?
  - 1. The same way men are used
  - In some kinds of duties but not others
  - 3. Only where men are not available
  - Women should not be given guard-duty assignments at all

- 64. Who work better under pressure men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 65. Who have more common sense men or women or don't you think there is a difference?
  - 1. Men definitely
  - 2. Men probably
  - 3. No difference
  - 4. Women probably
  - 5. Women definitely
- 66. Who can do a better job of supervising male soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 67. Who are better at supervising female soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - Women almost always
- 68. Who usually make better commanders men or women or don't you think there is a difference?
  - Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always

- 69. Who are better able to endure weather conditions of extreme heat or cold men or women - or don't you think there is a difference?
  - Men almost always
  - 2. Men - usually
  - 3. No difference
  - 4. Women - usually
  - Women almost always
- 70. Who have more physical strength men or women - or don't you think there is a difference?
  - Men almost always
  - Men usually 2.
  - No difference 3.
  - 4.
  - Women usually Women almost always
- 71. Who are better able to endure the rigors of outdoor living - men or women - or don't you think there is a difference?
  - Men almost always
  - Men usually
  - 3. No difference
  - 4. Women - usually
  - Women almost always
- 72. Who are better at taking orders men or women - or don't you think there is a difference?
  - 1. Men - almost always
  - 2. Men - usually
  - 3. No difference
  - 4. Women - usually
  - Women almost always
- 73. Which is worse for a man to be captured by the enemy or for a woman to be captured by the enemy - or is one just as bad as the other?
  - Much worse for a man to be captured
  - Somewhat worse for a man to be captured
  - One is just as bad as the other
  - Somewhat worse for a woman to be captured
  - Much worse for a woman to be captured

- 74. The Army's mission is best carried out:
  - 1. By men only
  - Mostly by men with some women in support roles
  - 3. Mostly by men with some women in combat as well as support roles
  - 4. Equally by men and women
  - Mostly by women 5.
- 75. If a greater number of women were placed in command positions, the effectiveness of the Army:
  - Would go way up
  - 2. Would go up a little
  - 3. Would not change
  - 4. Would go down a little
  - Would go way down
- 76. How much respect will female commanders get from the men in their units?
  - A lot less respect than male commanders get
  - 2. A little less respect than male commanders get
  - 3. Just as much respect as male commanders get
  - A little more respect than male commanders get
  - 5. A lot more respect than male commanders get
- 77. How good would women be as frontline soldiers if they were given the same training that men are given?
  - 1. A lot better than men
  - 2. A little better than men
  - About the same as men 3.
  - 4. A little worse than men
  - 5. A lot worse than men
- 78. If women were assigned to combat units, the Army would:
  - Become much more effective
  - 2. Become somewhat more effective
  - 3. Remain just as effective
  - 4. Become somewhat less effective
  - 5. Become much less effective

- 79. What sort of bosses at work do women make?
  - 1. Very good
  - 2. Fairly good .
  - 3. So-so
  - 4. Not very good
  - 5. Poor

- 80. Do you think women should be included in space missions?
  - 1. No, they should not be included
  - Perhaps but only if there aren't enough qualified men available
  - Perhaps but only if they are single and don't have any children
  - Yes provided there are some men along also
  - 5. Yes, they should be included

### PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

#### Situation #1

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company. Given the following choices:

- 1. Keep down and fire at enemy soldiers or suspected enemy locations
- 2. Keep down, occasionally firing in the direction of the enemy
- 3. Keep down in the foxhole and not fire at all
- 4. Something else that was not appropriate
- 81. What do you think Pfc. Mary Jones would probably do? 1 2 3 4
- 82. What do you think Pfc. John Jones would probably do? 1 2 3 4

## Situation #2

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing. Given the following choices:

- 1. Bring you back out of the clearing and then try to take you back to the base
- 2. Guard you from the woods but make no attempt to rescue you
- 3. Leave you there while returning to the base to get help
- 4. Something else that was not appropriate
- 83. What do you think Pfc. Mary Jones would probably do? 1 2 3 4
- 84. What do you think Pfc. John Jones would probably do? 1 2 3 4

## Situation #3

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding. Given the following choices:

- 1. Stay awake and alert
- 2. Stay awake though not very alert
- 3. Doze off occasionally throughout the night
- 4. Something else that was not appropriate
- 85. What do you think Pfc. Mary Jones would probably do? 1 2 3 4
- 86. What do you think Pfc. John Jones would probably do? 1 2 3 4

#### Situation #4

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small schrapnel in the left arm and shoulder. The enemy are moving toward you with small arms fire. Given the following choices:

- 1. In spite of the wound, continue to fire at the approaching enemy
- 2. Because of the wound, be able to fire only a few rounds
- 3. Because of the wound, be unable to fire at all
- 4. Something else that was not appropriate
- 87. What do you think Pfc. Mary Jones would probably do? 1 2 3 4
- 88. What do you think Pfc. John Jones would probably do? 1 2 3 4

## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. How many enlisted women and how many enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted **WOMEN**.

Assuming the necessary training or experience, how many enlisted WOMEN:	Almost all of them	More than half	About half	Fewer than half	Almost none of them
89 have enough physical strength to be a combat soldier?	1	2	3	4	5
90 have enough stamina to be a combat soldier?	1	2	3	4	5
91 have enough guts to be a combat soldier?	1	2	3	4	5

The questions above asked about enlisted WOMEN. Now, let's take enlisted MEN.

Assuming the necessary training or experience, how many enlisted MEN:	Almost all of them	More than half	About half	Fewer than	Almost none of them
92 have enough physical strength to be a combat soldier?	1	2	3	4	5
93 have enough stamina to be a combat soldier?	1	2	3	4	5
94 have enough guts to be a combat soldier?	1	2	3	4	5

## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

## PART F (Continued)

100. How hard was it to decide on the answers you wanted?

- 1. Very hard
- 2. Fairly hard
- 3. Not very hard
- 4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to mark the answer - after I had decided which one I wanted."

- 1. Strongly agree
- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

- 1. Yes, definitely
- 2. Yes, probably
- 3. Not sure
- 4. No, probably not
- 5. No, definitely not

#### PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - 1. Women should be assigned mainly in the administrative and medical fields.
  - Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - 1. Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

# PART H

1.			
	Male	2.	Female
Have yo	u, at any time in the	last thre	e years:
116 !	peen assigned to a un	it that h	ad a woman company commander?
1.	No	2.	Yes
117 1	peen assigned to a (co	ompany-	size) unit that had both men and women soldiers?
1.	No	2.	Yes
118 !	peen assigned to a sm soldiers in it?	aller uni	t (say, a platoon or section) that had both men and womer
1.	No	2.	Yes
119	peen given the job o	of superv	vising the work of other soldiers?
1.	No		
2.	Yes - both men	and won	men
3.	Yes - but only m		
4.	Yes - but only w		
1201	nad a soldier of the	opposite	e sex as your own supervisor?
1.	No	2.	Yes
121ł	nad a person of you	r own s	ex as your supervisor?
1.	No	2.	Yes
122t	aken part in a field	training	exercise that included both men and women soldiers?
1.	No	2.	Yes
123	low many years of	schoolin	g have you had?
1.	8 or less		
2.	9-12		
3.	13		
4.	14		
5.	15		
6.	16		
7.	17 or more		
	at is the highest edu	ucational	diploma or degree you have received?
124. Wha			r G.E.D.
124. Wha	No high school dip	pioma o	
	No high school dig G.E.D.	pioma o	
1.			
1. 2.	G.E.D. High school diplor Associate's Degree	ma	
1. 2. 3.	G.E.D. High school diplor	ma	

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

#### **Enlisted Personnel**

1. Combat Including:

Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

Administration Ammunition **Aviation Maintenance** Automatic Data Processing **Band Exceptional Management** Specialties Field Service **Food Service** Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

4. I don't know

# Officers

 Combat Including:

> Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

#### PART H (Continued)

- 126. About how long have you been in the Army?
  - 1. Less than one year
  - 2. One to three years
  - 3. Four to six years
  - 4. Seven to ten years
  - 5. More than ten years
- 127. Will you be able to retire sometime in the next five years if you want to?
  - 1. Yes
  - 2. No
- 128. Do you think you will be in the Army five years from now?
  - 1. Yes, I think so
  - 2. Not sure but probably
  - 3. Not sure but probably not
  - 4. No, I don't think so
  - 5. I have no idea at all
- 129. Are most of your friends in the Army, or are most of them outside the Army?
  - 1. Most are in the Army
  - 2. About half and half
  - 3. Most are outside the Army
- 130. What is your pay grade?
  - 1. E1-E2
  - 2. E3-E5
  - 3. E6-E9
  - 4. W1-W4
  - 5. 01-03
  - 6. 04 or above
- 131. In which of these groups do you generally place yourself?
  - 1. White
  - 2. Black
  - 3. Mexican American
  - 4. Puerto Rican
  - 5. Latin American
  - 6. Other Spanish
  - 7. Filipino American
  - 8. American Indian/Native American
  - 9. Asian American
  - 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me -- I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

03002

Please do not write below this line

А	0	1	2	3	4	5	6	7	8	9								В	0	1 2	2 3	4 5	6	7	8	9
Т	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	1	19	20				

Dispersed, Men First, Traditional, Multiple Choice

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
DEPARTMENT OF THE ARMY

#### **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"



Very good

Fairly good

- 3. So-so
- 4. Not very good
- 5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police,

- 1. . . what usually happens to company morale?
  - 1. It goes way up
  - 2. It goes up a little
  - 3. It stays about the same
  - 4. It goes down a little
  - 5. It goes way down
- 2. . . what usually happens to the level of discipline?
  - 1. It goes way down
  - 2. It goes down a little
  - 3. It doesn't change
  - 4. It goes up a little
  - 5. It goes way up
- 3. . . how seriously do the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- 4. . . how much confidence do the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - 3. The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 5. . . how much work gets done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before
- 6. . . how much teamwork does one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - 3. The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before

#### PART A (Continued)

When women are assigned to support companies like Signal or Military Police,

- 7. . . how much group spirit is there compared with before?
  - 1. A lot more group spirit than before
  - 2. A little more group spirit than before
  - 3. Just as much group spirit as before
  - 4. A little less group spirit than before
  - 5. A lot less group spirit than before
- 8. . . how often does pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- 9. . . how well does the company carry out its mission compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . . what do you think would happen to company morale?
  - 1. It would go way up
  - 2. It would go up a little
  - 3. It would stay about the same
  - 4. It would go down a little
  - 5. It would go way down
- 11. . . what do you think would happen to the level of discipline?
  - 1. It would go way down
  - 2. It would go down a little
  - It wouldn't change
  - It would go up a little
  - It would go way up
- 12. . . how seriously would the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before

#### PART A (Continued)

If women were assigned to combat companies (say, Armor of Infantry),

- 13. . .how much confidence would the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - 3. The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 14. . . how much work would get done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before
- 15. . . how much teamwork would one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - 3. The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before
- 16. . . how much group spirit would one expect to see compared with before?
  - 1. A lot more group spirit than before
  - 2. A little more group spirit than before
  - 3. Just as much group spirit as before
  - 4. A little less group spirit than before
  - 5. A lot less group spirit than before
- 17. . . how often would pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - Almost never
- 18. . . how well would the company carry out its mission compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

#### PART B

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted men and, then, how many enlisted women) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the MEN.

- 19. . . would be able to drive a jeep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Aimost none of them
- 20. . . would be able to dig a foxhole that would protect them from enemy fire?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 21. . . would be able to give commands in a firm and convincing manner?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 22. . . would be able to do their fair share in putting up a tent?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 23. . . would be able to handle guard-duty alone in an isolated place?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

- 24. . . would be able to go for a week without a chance to shower?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 25. . .would be able to live in the field for two weeks with men and women using the same facilities?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 26. . .would be able to keep going after a fellow soldier had been killed?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 27. . . would be able to stay cool under the stress of battle?
  - 1. Almost all of them
  - More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 28. . . would be able to carry a full field pack?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them.
- 29. . . would be able to drive a 2 1/2 ton truck?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

## PART B (Continued)

- 30. . . would be able to engage the enemy in hand-to-hand combat?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 31. . . would be able to complete a 15-mile march with full field gear?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 32. . . would be able to use an M-16 rifle to attack an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 33. . . would be able to fire at an attacking enemy soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 35. . . would be able to continue fighting for long periods with no chance to sleep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

#### PART B (Continued)

How many enlisted MEN (assuming they had had the necessary training or experience),

- 36. . . would be able to take charge of a squad and lead an attack on an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 37. . . would be able to shoot to kill?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 38. . . would be able to carry and use a machine gun?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

The questions above asked your opinion about the abilities of enlisted Men. The questions below ask you opinion about the abilities of enlisted WOMEN.

- 39. . . would be able to drive a jeep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 40. . . would be able to dig a foxhole that would protect them from enemy fire?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 41. . . would be able to give commands in a firm and convincing manner?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

- 42. . . would be able to do their fair share in putting up a tent?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 43. . . would be able to handle guard-duty alone in an isolated place?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 44. . . would be able to go for a week without a chance to shower?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 45. . .would be able to live in the field for two weeks with men and women using the same facilities?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 46. . . would be able to keep going after a fellow soldier had been killed?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 47. . . would be able to stay cool under the stress of battle?
  - 1. Almost all of them
  - 2. More than half
  - About half
  - 4. Fewer than half
  - 5. Almost none of them

## PART B (Continued)

- 48. . . would be able to carry a full field pack?
  - Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 49. . . would be able to drive a 2 1/2 ton truck?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 50. . . would be able to engage the enemy in hand-to-hand combat?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 51. . . would be able to complete a 15-mile march with full field gear?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 52. . . would be able to use an M-16 rifle to attack an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 53. . . would be able to fire at an attacking enemy soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

- 54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 55. . . would be able to continue fighting for long periods with no chance to sleep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 56. . . would be able to take charge of a squad and lead an attack on an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 57. . . would be able to shoot to kill?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 58. . . would be able to carry and use a machine gun?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

#### PART C

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No not at all
- 60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 5. No not at all
- 61. How should women be used in support units (for example, Signal or Military Police)?
  - 1. The same way men are used
  - 2. In some kinds of jobs but not others
  - 3. Only where men are not available
  - 4. Women should not be in these units at all
- 62. If men are drafted into the Army, should women be drafted too?
  - 1. Yes the same as men
  - 2. Only if there are not enough men
  - 3. Only if there is a shooting war
  - 4. No not at all
- 63. How should women be used in guard-duty assignments?
  - 1. The same way men are used
  - 2. In some kinds of duties but not others
  - 3. Only where men are not available
  - 4. Women should not be given guard-duty assignments at all
- 64. Who work better under pressure men or women or don't you think there is a difference?
  - Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always

## PART C (Continued)

- 65. Who have more common sense men or women or don't you think there is a difference?
  - Men definitely
  - Men probably 2.
  - No difference
  - Women probably Women definitely 4.
- 66. Who can do a better job of supervising male soldiers men or women or don't you think there is a difference?
  - Men almost always
  - Men usually
  - No difference
  - Women usually 4.
  - Women almost always
- 67. Who are better at supervising female soldiers men or women or don't you think there is a difference?
  - Men almost always
  - Men usually
  - No difference 3.
  - 4. Women - usually
  - Women almost always
- 68. Who usually make better commanders men or women or don't you think there is a difference?
  - Men almost always
  - Men usually 2.
  - 3. No difference
  - 4. Women usually
  - Women almost always
- 69. Who are better able to endure weather conditions of extreme heat or cold men or women - or don't you think there is a difference?
  - Men almost always
  - Men usually
  - 3. No difference
  - 4. Women - usually
  - Women almost always
- 70. Who have more physical strength men or women or don't you think there is a difference?
  - Men almost always
  - Men usually 2.
  - No difference
  - Women usually
  - Women almost always

## PART C (Continued)

- 71. Who are better able to endure the rigors of outdoor living men or women or don't you think there is a difference?
  - Men almost always
  - Men usually 2
  - No difference 3.
  - 4.
  - Women usually Women almost always
- 72. Who are better at taking orders men or women or don't you think there is a difference?
  - 1. Men - almost always
  - Men usually 2.
  - No difference 3.
  - Women usually 4.
  - Women almost always
- 73. Which is worse for a man to be captured by the enemy or for a woman to be captured by the enemy - or is one just as bad as the other?
  - Much worse for a man to be captured
  - 2. Somewhat worse for a man to be captured
  - 3. One is just as bad as the other
  - Somewhat worse for a woman to be captured
  - Much worse for a woman to be captured
- 74. The Army's mission is best carried out:
  - by men only 1.
  - 2. mostly by men with some women in support roles
  - mostly by men with some women in combat as well as support roles
  - equally by men and women
  - mostly by women
- 75. If a greater number of women were placed in command positions, the effectiveness of the Army:
  - would go way up 1.
  - would go up a little 2.
  - would not change
  - would go down a little
  - would go way down
- 76. How much respect will female commanders get from the men in their units?
  - A lot less respect than male commanders get
  - 2. A little less respect than male commanders get
  - 3. Just as much respect as male commanders get
  - A little more respect than male commanders get
  - A lot more respect than male commanders get

## PART C (Continued)

- 77. How good would women be as front-line soldiers if they were given the same training that men are given?
  - 1. A lot better than men
  - 2. A little better than men
  - 3. About the same as men
  - 4. A little worse than men
  - 5. A lot worse than men
- 78. If women were assigned to combat units, the Army would:
  - 1. become much more effective
  - 2. become somewhat more effective
  - 3. remain just as effective
  - 4. become somewhat less effective
  - 5. become much less effective
- 79. What sort of bosses at work do women make?
  - 1. Very good
  - 2. Fairly good
  - 3. So-so
  - 4. Not very good
  - 5. Poor
- 80. Do you think women should be included in space missions?
  - 1. No, they should not be included
  - 2. Perhaps but only if there aren't enough qualified men available
  - 3. Perhaps but only if they are single and don't have any children
  - 4. Yes provided there are some men along also
  - 5. Yes, they should be included

#### PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

## Situation #1

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

- 81. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Keep down and fire at enemy soldiers or suspected enemy locations
  - 2. Keep down, occasionally firing in the direction of the enemy
  - 3. Keep down in the foxhole and not fire at all
  - 4. Something else that was not appropriate
- 82. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Keep down and fire at enemy soldiers or suspected enemy locations
  - 2. Keep down, occasionally firing in the direction of the enemy
  - 3. Keep down in the foxhole and not fire at all
  - 4. Something else that was not appropriate

## Situation #2

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- 83. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Bring you back out of the clearing and then try to take you back to the base
  - 2. Guard you from the woods but make no attempt to rescue you
  - 3. Leave you there while he returned to the base to get help
  - 4. Something else that was not appropriate
- 84. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Bring you back out of the clearing and then try to take you back to the base
  - 2. Guard you from the woods but make no attempt to rescue you
  - 3. Leave you there while she returned to the base to get help
  - 4. Something else that was not appropriate

#### PART D (Continued)

#### Situation #3

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

- 85. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Stay awake and alert
  - 2. Stay awake though not very alert
  - 3. Doze off occasionally throughout the night
  - 4. Something else that was not appropriate
- 86. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Stay awake and alert
  - 2. Stay awake though not very alert
  - 3. Doze off occasionally throughout the night
  - 4. Something else that was not appropriate

#### Situation #4

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- 87. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. In spite of the wound, continue to fire at the approaching enemy
  - 2. Because of the wound, be able to fire only a few rounds
  - 3. Because of the wound, be unable to fire at all
  - 4. Something else that was not appropriate
- 88. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. In spite of the wound, continue to fire at the approaching enemy
  - 2. Because of the wound, be able to fire only a few rounds
  - 3. Because of the wound, be unable to fire at all
  - 4. Something else that was not appropriate

#### PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. How many enlisted men and how many enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted MEN.

Assuming the necessary training or experience, how many enlisted MEN

- 89. . . have enough physical strength to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 90. . . have enough stamina to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 91. . . have enough guts to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them

The questions above asked about enlisted men. Now, lets take enlisted WOMEN. Assuming they have the necessary training or experience, how many enlisted WOMEN

- 92. . . have enough physical strength to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 93. . . have enough stamina to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 94. . . have enough guts to be a combat soldier?
  - 1. Almost all of them
    - 2. More than half
    - 3. About half
    - 4. Less than half
    - 5. Almost none of them

## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

## PART F (Continued)

- 100. How hard was it to decide on the answers you wanted?
  - 1. Very hard
  - 2. Fairly hard
  - 3. Not very hard
  - 4. Not hard at all
- 101. Would you agree or disagree with this next statement?
  - "It was easy to mark the answer after I had decided which one I wanted."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - 1. Women should be assigned mainly in the administrative and medical fields.
  - 2. Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

# **PART H**

115. What is your sex?
1. Male 2. Female
Have you, at any time in the last three years:
116 been assigned to a unit that had a woman company commander?
1. No 2. Yes
117 been assigned to a (company-size) unit that had both men and women soldiers?
1. No 2. Yes
118 been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?
1. No 2. Yes
119been given the job of supervising the work of other soldiers?
<ol> <li>No</li> <li>Yes - both men and women</li> <li>Yes - but only men</li> <li>Yes - but only women</li> </ol>
120 had a soldier of the opposite sex as your own supervisor?
1. No 2. Yes
121had a person of your own sex as your supervisor?
1. No 2. Yes
122 taken part in a field training exercise that included both men and women soldiers?
1. No 2. Yes
123 How many years of schooling have you had?
1. 8 or less 2. 9-12 3. 13 4. 14 5. 15 6. 16 7. 17 or more
124. What is the highest educational diploma or degree you have received?
<ol> <li>No high school diploma or G.E.D.</li> <li>G.E.D.</li> <li>High school diploma</li> <li>Associate's Degree</li> <li>Bachelor's Degree</li> <li>Graduate or Professional Degree</li> </ol>

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

#### **Enlisted Personnel**

 Combat Including:

> Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

Combat Service Support Including:

> Administration Ammunition Aviation Maintenance Automatic Data Processing Band **Exceptional Management** Specialties Field Service Food Service Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

4. I don't know

#### Officers

1. Combat Including:

Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

#### PART H (Continued)

## 126. About how long have you been in the Army?

- Less than one year
- One to three years 2.
- Four to six years
- 4. Seven to ten years
- 5. More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- Yes, I think so
- 2.
- Not sure but probably Not sure but probably not
- No, I don't think so 4.
- I have no idea at all

# 129. Are most of your friends in the Army, or are most of them outside the Army?

- Most are in the Army 1.
- 2. About half and half
- Most are outside the Army 3.

## 130. What is your pay grade?

- 1. E1-E2
- E3-E5
- E6-E9
- 4. W1-W4
- 5. 01-03
- 04 or above

## 131. In which of these groups do you generally place yourself?

- 1. White
- Black 2.
- Mexican American
- Puerto Rican
- Latin American 5.
- 6. Other Spanish
- Filipino American 7.
- American Indian/Native American 8.
- 9. Asian American
- A group not listed here 10.

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

Please do not write below this line

Α	0 1	2	3	4	5	6	7	8	9							T	В	0	1	2 :	3 4	5	6	7 8	9
Т	0 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15										

Dispersed, Women First, Traditional, Multiple Choice

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
DEPARTMENT OF THE ARMY



### **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"



Very good Fairly good

- 3. So-so
- Not very good
- Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

### PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police,

- 1. . . what usually happens to company morale?
  - 1. It goes way up
  - 2. It goes up a little
  - 3. It stays about the same
  - 4. It goes down a little
  - 5. It goes way down
- 2. . . what usually happens to the level of discipline?
  - 1. It goes way down
  - 2. It goes down a little
  - 3. It doesn't change
  - 4. It goes up a little
  - 5. It goes way up

- 3. . . how seriously do the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- 4. . . how much confidence do the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - 3. The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 5. . . how much work gets done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before
- 6. . . how much teamwork does one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - 3. The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before

When women are assigned to support companies like Signal or Military Police,

- 7. . . how much group spirit is there compared with before?
  - 1. A lot more group spirit than before
  - 2. A little more group spirit than before
  - 3. Just as much group spirit as before
  - 4. A little less group spirit than before
  - 5. A lot less group spirit than before
- 8. . . how often does pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- 9. . . how well does the company carry out its mission compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . . what do you think would happen to company morale?
  - 1. It would go way up
  - 2. It would go up a little
  - 3. It would stay about the same
  - 4. It would go down a little
  - 5. It would go way down
- 11. . . what do you think would happen to the level of discipline?
  - 1. It would go way down
  - 2. It would go down a little
  - 3. It wouldn't change
  - 4. It would go up a little
  - 5. It would go way up
- 12. . . how seriously would the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before

If women were assigned to combat companies (say, Armor of Infantry),

- 13. . .how much confidence would the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - 3. The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 14. . . how much work would get done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before
- 15. . . how much teamwork would one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - 3. The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before
- 16. . . how much group spirit would one expect to see compared with before?
  - A lot more group spirit than before
  - 2. A little more group spirit than before
  - 3. Just as much group spirit as before
  - 4. A little less group spirit than before
  - 5. A lot less group spirit than before
- 17. . . how often would pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- 18. . . how well would the company carry out its mission compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - Just as well as before
  - 4. Somewhat worse than before
  - A lot worse than before

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted women and, then, how many enlisted men) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **WOMEN**.

- 19. . . would be able to drive a jeep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 20. . . would be able to dig a foxhole that would protect them from enemy fire?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 21. . . would be able to give commands in a firm and convincing manner?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 22. . . would be able to do their fair share in putting up a tent?
  - 1. Almost all of them
  - More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 23. . . would be able to handle guard-duty alone in an isolated place?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them

- 24. . . would be able to go for a week without a chance to shower?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 25. . . would be able to live in the field for two weeks with men and women using the same facilities?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 26. . .would be able to keep going after a fellow soldier had been killed?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 27. . . would be able to stay cool under the stress of battle?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 28. . . would be able to carry a full field pack?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 29. . . would be able to drive a 2 1/2 ton truck?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

- 30. . . would be able to engage the enemy in hand-to-hand combat?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 31. . . would be able to complete a 15-mile march with full field gear?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 32. . . would be able to use an M-16 rifle to attack an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 33. . . would be able to fire at an attacking enemy soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 35. . . would be able to continue fighting for long periods with no chance to sleep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

How many enlisted WOMEN (assuming they had had the necessary training or experience),

- 36. . . would be able to take charge of a squad and lead an attack on an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 37. . . would be able to shoot to kill?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 38. . . would be able to carry and use a machine gun?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them

The questions above asked your opinion about the abilities of enlisted women. The questions below ask you opinion about the abilities of enlisted MEN.

- 39. . . would be able to drive a jeep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 40. . . would be able to dig a foxhole that would protect them from enemy fire?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 41. . .would be able to give commands in a firm and convincing manner?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

- 42. . . would be able to do their fair share in putting up a tent?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 43. . . would be able to handle guard-duty alone in an isolated place?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 44. . . would be able to go for a week without a chance to shower?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 45. . .would be able to live in the field for two weeks with men and women using the same facilities?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 46. . . would be able to keep going after a fellow soldier had been killed?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 47. . . would be able to stay cool under the stress of battle?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

- 48. . . would be able to carry a full field pack?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 49. . . would be able to drive a 2 1/2 ton truck?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 50. . . would be able to engage the enemy in hand-to-hand combat?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 51. . .would be able to complete a 15-mile march with full field gear?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 52. . . would be able to use an M-16 rifle to attack an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 53. . . would be able to fire at an attacking enemy soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

- 54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 55. . . would be able to continue fighting for long periods with no chance to sleep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 56. . . would be able to take charge of a squad and lead an attack on an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 57. . . would be able to shoot to kill?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 58. . . would be able to carry and use a machine gun?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

### PART C

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No not at all
- 60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - No not at all
- 61. How should women be used in support units (for example, Signal or Military Police)?
  - 1. The same way men are used
  - 2. In some kinds of jobs but not others
  - 3. Only where men are not available
  - 4. Women should not be in these units at all
- 62. If men are drafted into the Army, should women be drafted too?
  - 1. Yes the same as men
  - 2. Only if there are not enough men
  - 3. Only if there is a shooting war
  - 4. No not at all
- 63. How should women be used in guard-duty assignments?
  - 1. The same way men are used
  - 2. In some kinds of duties but not others
  - 3. Only where men are not available
  - 4. Women should not be given guard-duty assignments at all
- 64. Who work better under pressure men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always

- 65. Who have more common sense men or women or don't you think there is a difference?
  - 1. Men definitely
  - 2. Men probably
  - 3. No difference
  - 4. Women probably
  - 5. Women definitely
- 66. Who can do a better job of supervising *male* soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - Women usually
  - 5. Women almost always
- 67. Who are better at supervising *female* soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 68. Who usually make better commanders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 69. Who are better able to endure weather conditions of extreme heat or cold men or women — or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 70. Who have more physical strength men or women or don't you think there is a difference?
  - Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always

- 71. Who are better able to endure the rigors of outdoor living men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 72. Who are better at taking orders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 73. Which is worse for a man to be captured by the enemy or for a woman to be captured by the enemy or is one just as bad as the other?
  - 1. Much worse for a man to be captured
  - 2. Somewhat worse for a man to be captured
  - 3. One is just as bad as the other
  - 4. Somewhat worse for a woman to be captured
  - 5. Much worse for a woman to be captured
- 74. The Army's mission is best carried out:
  - 1. by men only
  - 2. mostly by men with some women in support roles
  - 3. mostly by men with some women in combat as well as support roles
  - 4. equally by men and women
  - 5. mostly by women
- 75. If a greater number of women were placed in command positions, the effectiveness of the Army:
  - 1. would go way up
  - would go up a little
  - 3. would not change
  - 4. would go down a little
  - 5. would go way down
- 76. How much respect will female commanders get from the men in their units?
  - 1. A lot less respect than male commanders get
  - 2. A little less respect than male commanders get
  - 3. Just as much respect as male commanders get
  - 4. A little more respect than male commanders get
  - 5. A lot more respect than male commanders get

- 77. How good would women be as front-line soldiers if they were given the same training that men are given?
  - 1. A lot better than men
  - 2. A little better than men
  - 3. About the same as men
  - 4. A little worse than men
  - 5. A lot worse than men
- 78. If women were assigned to combat units, the Army would:
  - 1. become much more effective
  - 2. become somewhat more effective
  - 3. remain just as effective
  - 4. become somewhat less effective
  - 5. become much less effective
- 79. What sort of bosses at work do women make?
  - 1. Very good
  - 2. Fairly good
  - 3. So-so

The second secon

- 4. Not very good
- 5. Poor
- 80. Do you think women should be included in space missions?
  - 1. No, they should not be included
  - 2. Perhaps but only if there aren't enough qualified men available
  - 3. Perhaps but only if they are single and don't have any children
  - 4. Yes provided there are some men along also
  - 5. Yes, they should be included

# PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

### Situation #1

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

- 81. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Keep down and fire at enemy soldiers or suspected enemy locations
  - 2. Keep down, occasionally firing in the direction of the enemy
  - 3. Keep down in the foxhole and not fire at all
  - 4. Something else that was not appropriate
- 82. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Keep down and fire at enemy soldiers or suspected enemy locations
  - 2. Keep down, occasionally firing in the direction of the enemy
  - 3. Keep down in the foxhole and not fire at all
  - 4. Something else that was not appropriate

# Situation #2

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- 83. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Bring you back out of the clearing and then try to take you back to the base
  - 2. Guard you from the woods but make no attempt to rescue you
  - 3. Leave you there while she returned to the base to get help
  - 4. Something else that was not appropriate
- 84. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Bring you back out of the clearing and then try to take you back to the base
  - 2. Guard you from the woods but make no attempt to rescue you
  - 3. Leave you there while he returned to the base to get help
  - 4. Something else that was not appropriate

### Situation #3

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

- 85. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Stay awake and alert
  - 2. Stay awake though not very alert
  - 3. Doze off occasionally throughout the night
  - 4. Something else that was not appropriate
- 86. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Stay awake and alert
  - 2. Stay awake though not very alert
  - 3. Doze off occasionally throughout the night
  - 4. Something else that was not appropriate

### Situation #4

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- 87. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. In spite of the wound, continue to fire at the approaching enemy
  - 2. Because of the wound, be able to fire only a few rounds
  - 3. Because of the wound, be unable to fire at all
  - 4. Something else that was not appropriate
- 88. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. In spite of the wound, continue to fire at the approaching enemy
  - 2. Because of the wound, be able to fire only a few rounds
  - 3. Because of the wound, be unable to fire at all
  - 4. Something else that was not appropriate

### PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. How many enlisted women and how many enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted WOMEN.

Assuming the necessary training or experience, how many enlisted WOMEN

- 89. . . have enough physical strength to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 90. . . have enough stamina to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - Almost none of them.
- 91. . . have enough guts to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - Almost none of them

The questions above asked about enlisted women. Now, lets take enlisted MEN. Assuming they have the necessary training or experience, how many enlisted MEN

- 92. . . have enough physical strength to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 93. . . have enough stamina to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 94. . . have enough guts to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them

# PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

100. How hard was it to decide on the answers you wanted?

- 1. Very hard
- 2. Fairly hard
- 3. Not very hard
- 4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to mark the answer - after I had decided which one I wanted."

- 1. Strongly agree
- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

### PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

- 1. When the company is at full strength, with 10% of the spaces filled by women
- When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - Women should be assigned mainly in the administrative and medical fields.
  - Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - Women don't belong in combat jobs.
  - Women should be assigned to combat jobs the same way men are assigned.

# PART H

115. What is your sex?		
1. Male 2	. Female	
Have you, at any time in the last th	ree years:	
116 been assigned to a unit that	had a woman company commander?	
1. No 2	. Yes	
117 been assigned to a (compar	y-size) unit that had both men and women soldiers?	
1. No 2	. Yes	
118 been assigned to a smaller usoldiers in it?	unit (say, a platoon or section) that had both men and women	
1. No 2	. Yes	
119been given the job of sup	ervising the work of other soldiers?	
<ol> <li>No</li> <li>Yes – both men and v</li> <li>Yes – but only men</li> <li>Yes – but only women</li> </ol>		
120had a soldier of the oppo	site sex as your own supervisor?	
1. No 2	. Yes	
121had a person of your own	n sex as your supervisor?	
1. No 2	. Yes	
122taken part in a field train	ing exercise that included both men and women soldiers?	
1. No 2	. Yes	
123 How many years of school	oling have you had?	
1. 8 or less 2. 9-12 3. 13 4. 14 5. 15 6. 16 7. 17 or more		
124. What is the highest education	nal diploma or degree you have received?	

- No high school diploma or G.E.D. 1.
- 2. G.E.D.
- 4.
- High school diploma
  Associate's Degree
  Bachelor's Degree
  Graduate or Professional Degree 5. 6.

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

### **Enlisted Personnel**

 Combat Including:

> Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

Combat Service Support Including:

> Administration Ammunition Aviation Maintenance Automatic Data Processing Band **Exceptional Management** Specialties Field Service Food Service Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

4. I don't know

### Officers

 Combat Including:

> Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

# 126. About how long have you been in the Army?

- Less than one year
- 2. One to three years
- 3. Four to six years
- 4. Seven to ten years
- More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- Yes, I think so
- Not sure but probably Not sure but probably not 3.
- 4. No, I don't think so
- I have no idea at all

# 129. Are most of your friends in the Army, or are most of them outside the Army?

- Most are in the Army
- 2. About half and half
- Most are outside the Army

# 130. What is your pay grade?

- E1-E2
- E3-E5 2.
- 3. E6-E9
- W1-W4 4.
- 01-03 5.
- 04 or above

# 131. In which of these groups do you generally place yourself?

- 1. White
- 2. Black
- 3. Mexican American
- Puerto Rican
- 5. Latin American
- Other Spanish 6.
- Filipino American 7.
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

- 1. Yes
- 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me -- I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

# COMMENTS

Please do not write below this line

А	0	1	2	3	4	5	6	7	8	9								В	0	1	2	3	4	5	6	7	8	9
Т	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	3	19	,	20	)				

Compact, Men First, OPSCAN Sheet, Multiple Choice

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL

DEPARTMENT OF THE ARMY

PT 5192



### **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

### **EXAMPLE**

Questionnaire Item

Answer Sheet

23. How good are most soldiers at their job?

- 1. Very good
- 2. Fairly good
- 3. So-so
- 4. Not very good
- 5. Not good at all

23.

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: <u>first</u>, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELPI

### **PART A**

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police,

- . what usually happens to company morale?
  - 1. It goes way up
  - 2. It goes up a little
  - 3. It stays about the same
  - 4. It goes down a little
  - 5. It goes way down
- 2. . .what usually happens to the level of discipline?
  - 1. It goes way down
  - 2. It goes down a little
  - 3. It doesn't change
  - 4. It goes up a little
  - 5. It goes way up
- 3. . . how seriously do the soldiers take their jobs - compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- 4. . . how much confidence do the soldiers develop in each other — compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - 3. The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 5. . . how much work gets done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before

- 6. . . how much teamwork does one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - The same amount of teamwork as before
  - A little more teamwork than before
  - 5. A lot more teamwork than before
- 7. . . how much group spirit is there compared with before?
  - 1. A lot more group spirit than before
  - A little more group spirit than before
  - 3. Just as much group spirit as before
  - 4. A little less group spirit than before
  - A lot less group spirit than before
- 8. . . how often does pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- . . how well does the company carry out its mission – compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . .what do you think would happen to company morale?
  - 1. It would go way up
  - 2. It would go up a little
  - 3. It would stay about the same
  - 4. It would go down a little
  - 5. It would go way down
- 11. . .what do you think would happen to the level of discipline?
  - 1. It would go way down
  - 2. It would go down a little
  - 3. It wouldn't change
  - 4. It would go up a little
  - 5. It goes way up
- 12. . .how seriously would the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- 13. . .how much confidence would the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - The same amount of confidence as before
  - A little more confidence than before
  - 5. A lot more confidence than before
- 14. . .how much work would get done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before

- 15. . .how much teamwork would one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - 3. The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before
- 16. . .how much group spirit would one expect to see compared with before?
  - A lot more group spirit than before
  - 2. A little more group spirit than before
  - Just as much group spirit as before
  - A little less group spirit than before
  - 5. A lot less group spirit than before
- 17. . . how often would pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- 18. . . how well would the company carry out its mission compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted men and, then, how many enlisted women) do you think would be able to do-that particular thing — assuming they had had the necessary training or experience. We'll start with the **MEN**.

How many enlisted MEN (assuming they had had the necessary training or experience),	Almost all of them	More than	About half	Fewer than half	Almost none of them
19would be able to drive a jeep?	1	2	3	4	5
20 would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
21would be able to give com- mands in a firm and convincing manner?	1	2	3	4	5
22would be able to do their fair share in putting up a tent?	1	2	3	4	5
23would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
24 would be able to go for a week without a chance to shower?	1	2	3	4	5
25would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
26would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
27would be able to stay cool under the stress of battle?	1	2	3	4	5
28would be able to carry a full field pack?	1	2	3	4	5

# PART B (Continued)

How many enlisted MEN (assuming they had had the necessary training or experience),	Almost all of them	More than half	About half	Fewer than half	Almost none of them
29would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
30would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
31would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
32would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
33would be able to fire at an attacking enemy soldier?	1	2	3	4	5
34would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
35would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
36would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
37 would be able to shoot to kill?	1	2	3	4	5
38would be able to carry and use a machine gun?	1	2	3	4	5

# PART B (Continued)

The statements above were about the abilities of enlisted men. The statements below are about the abilities of enlisted **WOMEN**.

How many enlisted WOMEN (assuming they had had the necessary training or experience),	Almost all of them	More than half	About half	Fewer than half	Almost none of them
39 would be able to drive a jeep?	1	2	3	4	5
40 would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
41would be able to give commands in a firm and convincing manner?	1	2	3	4	5
42 would be able to do their fair share in putting up a tent?	1	2	3	4	5
43 would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
44 would be able to go for a week without a chance to shower?	1	2	3	4	5
45 would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
46would be able to keep going after a fellow soldier had		2	3	4	5
47would be able to stay cool under the stress of battle?	1	2	. 3	4	5
48 would be able to carry a full field pack?	1	2	3	4	5

How many enlisted WOMEN (assuming they had had the necessary training or experience),	Almost all of them	More than	About half	Fewer than half	Almost none of them
49 would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
50would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
51would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
52would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
53would be able to fire at an attacking enemy soldier?	1	2	3	4	5
54 would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4".	5
55would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
56would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
57 would be able to shoot to kill?	1	2	3	4	5
58would be able to carry and use a machine gun?	1	2	3	4	5

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
  - 1. Yes on the same basis as men
  - Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No -not at all
- 60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
  - 1. Yes on the same basis as men
  - Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No not at all
- 61. How should women be used in support units (for example, Signal or Military Police)?
  - 1. The same way men are used
  - 2. In some kinds of jobs but not others
  - 3. Only where men are not available
  - 4. Women should not be in these units at all
- 62. If men are drafted into the Army, should women be drafted too?
  - 1. Yes the same as men
  - 2. Only if there are not enough men
  - 3. Only if there is a shooting war
  - 4. No not at all
- 63. How should women be used in guard-duty assignments?
  - 1. The same way men are used
  - In some kinds of duties but not others
  - 3. Only where men are not available
  - Women should not be given guard-duty assignments at all

- 64. Who work better under pressure men or women — or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - Women usually
  - 5. Women almost always
- 65. Who have more common sense men or women or don't you think there is a difference?
  - 1. Men definitely
  - 2. Men probably
  - 3. No difference
  - 4. Women probably
  - 5. Women definitely
- 66. Who can do a better job of supervising male soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 67. Who are better at supervising female soldiers men or women or don't you think there is a difference?
  - Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 68. Who usually make better commanders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always

- 69. Who are better able to endure weather conditions of extreme heat or cold – men or women – or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 70. Who have more physical strength men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 71. Who are better able to endure the rigors of outdoor living men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 72. Who are better at taking orders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 73. Which is worse for a man to be captured by the enemy or for a woman to be captured by the enemy or is one just as bad as the other?
  - Much worse for a man to be captured
  - Somewhat worse for a man to be captured
  - 3. One is just as bad as the other
  - Somewhat worse for a woman to be captured
  - Much worse for a woman to be captured

- 74. The Army's mission is best carried out:
  - 1. By men only
  - Mostly by men with some women in support roles
  - Mostly by men with some women in combat as well as support roles
  - 4. Equally by men and women
  - 5. Mostly by women
- 75. If a greater number of women were placed in command positions, the effectiveness of the Army:
  - 1. Would go way up
  - 2. Would go up a little
  - 3. Would not change
  - 4. Would go down a little
  - 5. Would go way down
- 76. How much respect will female commanders get from the men in their units?
  - A lot less respect than male commanders get
  - A little less respect than male commanders get
  - Just as much respect as male commanders get
  - A little more respect than male commanders get
  - A lot more respect than male commanders get
- 77. How good would women be as frontline soldiers if they were given the same training that men are given?
  - 1. A lot better than men
  - 2. A little better than men
  - 3. About the same as men
  - 4. A little worse than men
  - 5. A lot worse than men
- 78. If women were assigned to combat units, the Army would:
  - 1. Become much more effective
  - 2. Become somewhat more effective
  - 3. Remain just as effective
  - 4. Become somewhat less effective
  - 5. Become much less effective

#### PART C (Continued)

- 79. What sort of bosses at work do women make?
  - 1. Very good
  - 2. Fairly good
  - 3. So-so
  - Not very good
  - 5. Poor

- 80. Do you think women should be included in space missions?
  - 1. No, they should not be included
  - Perhaps but only if there aren't enough qualified men available
  - Perhaps but only if they are single and don't have any children
  - Yes provided there are some men along also
  - 5. Yes, they should be included

#### PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

#### Situation #1

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company. Given the following choices:

- 1. Keep down and fire at enemy soldiers or suspected enemy locations
- 2. Keep down, occasionally firing in the direction of the enemy
- 3. Keep down in the foxhole and not fire at all
- 4. Something else that was not appropriate
- 81. What do you think Pfc. John Jones would probably do? 1 2 3 4
- 82. What do you think Pfc. Mary Jones would probably do? 1 2 3 4

#### Situation #2

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing. Given the following choices:

- 1. Bring you back out of the clearing and then try to take you back to the base
- 2. Guard you from the woods but make no attempt to rescue you
- 3. Leave you there while returning to the base to get help
- 4. Something else that was not appropriate
- 83. What do you think Pfc. John Jones would probably do? 1 2 3 4
- 84. What do you think Pfc. Mary Jones would probably do? 1 2 3 4

# Situation #3

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding. Given the following choices:

- 1. Stay awake and alert
- 2. Stay awake though not very alert
- 3. Doze off occasionally throughout the night
- 4. Something else that was not appropriate
- 85. What do you think Pfc. John Jones would probably do? 1 2 3 4
- 86. What do you think Pfc. Mary Jones would probably do? 1 2 3 4

#### Situation #4

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small schrapnel in the left arm and shoulder. The enemy are moving toward you with small arms fire. Given the following choices:

- 1. In spite of the wound, continue to fire at the approaching enemy
- 2. Because of the wound, be able to fire only a few rounds
- 3. Because of the wound, be unable to fire at all
- Something else that was not appropriate
- 87. What do you think Pfc. John Jones would probably do? 1 2 3 4
- 88. What do you think Pfc. Mary Jones would probably do? 1 2 3 4

# PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. How many enlisted men and how many enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted MEN.

Assuming the necessary training or experience, how many enlisted MEN:	Almost all of them	More than half	About half	Fewer than half	Almost none of them
89 have enough physical strength to be a combat soldier?	1	2	3	4	5
90 have enough stamina to be a combat soldier?	1	2	3	4	5
91 have enough guts to be a combat soldier?	1	2	3	4	5

The questions above asked about enlisted MEN. Now, let's take enlisted WOMEN.

Assuming the necessary training or experience, how many enlisted WOMEN:	Almost all of them	More than	About half	Fewer than half	Almost none of them
92 have enough physical strength to be a combat soldier?	1	2	3	4	5
93 have enough stamina to be a combat soldier?	1	2	3	4	5
94 have enough guts to be a combat soldier?	1	2	3	4	5

# PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable

- 3. Somewhat valuable
- 4. Not very valuable
- 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# PART F (Continued)

- 100. How hard was it to decide on the answers you wanted?
  - 1. Very hard
  - 2. Fairly hard
  - 3. Not very hard
  - 4. Not hard at all
- 101. Would you agree or disagree with this next statement?
  - "It was easy to mark the answer after I had decided which one I wanted."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

#### PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full stringth, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

#### PART G (Continued)

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

- 1. When the company is at full strength, with 10% of the spaces filled by women
- 2. When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - 1. Women should be assigned mainly in the administrative and medical fields.
  - 2. Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - 1. Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

115. W	hat is your sex?		
1.	Male	2.	Female
Have yo	ou, at any time in the las	t thre	ee years:
116	been assigned to a unit t	hat h	ad a woman company commander?
1.	No	2.	Yes
117	been assigned to a (comp	pany-	size) unit that had both men and women soldiers?
1.	No	2.	Yes
118	been assigned to a smalle soldiers in it?	er uni	it (say, a platoon or section) that had both men and women
1,	No	2.	Yes
119	been given the job of s	superv	vising the work of other soldiers?
1. 2. 3. 4.	No Yes — both men and Yes — but only men Yes — but only wom		men
1201	nad a soldier of the op	posit	e sex as your own supervisor?
1.	No	2.	Yes
121	nad a person of your o	wn s	ex as your supervisor?
1.	No	2.	Yes
122t	aken part in a field tra	ining	g exercise that included both men and women soldiers?
1.	No	2.	Yes
123H	How many years of sch	oolin	g have you had?
1. 2. 3. 4. 5. 6. 7.	8 or less 9-12 13 14 15 16 17 or more		
124. Wha	at is the highest educat	ional	diploma or degree you have received?
1. 2. 3. 4. 5.	No high school diplor G.E.D. High school diploma Associate's Degree Bachelor's Degree Graduate or Profession		

# PART H (Continued)

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

#### **Enlisted Personnel**

1. Combat Including:

Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

Administration
Ammunition
Aviation Maintenance
Automatic Data Processing
Band
Exceptional Management
Specialties
Field Service
Food Service
Mechanical Maintenance
Medical
Petroleum
Supply
Topographic Engineering and
Map Reproduction
Transportation

4. I don't know

Officers

 Combat Including:

> Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

# PART H (Continued)

# 126. About how long have you been in the Army?

- 1. Less than one year
- 2. One to three years
- 3. Four to six years
- 4. Seven to ten years
- 5. More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- 1. Yes, I think so
- 2. Not sure but probably
- 3. Not sure but probably not
- 4. No, I don't think so
- 5. I have no idea at all

# 129. Are most of your friends in the Army, or are most of them outside the Army?

- 1. Most are in the Army
- 2. About half and half
- 3. Most are outside the Army

# 130. What is your pay grade?

- 1. E1-E2
- 2. E3-E5
- 3. E6-E9
- 4. W1-W4
- 5. 01-03
- 6. 04 or above

# 131. In which of these groups do you generally place yourself?

- 1. White
- 2. Black
- 3. Mexican American
- 4. Puerto Rican
- 5. Latin American
- 6. Other Spanish
- 7. Filipino American
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

# PART H (Continued)

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me -- I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

Please do not write below this line

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Compact, Women First, OPSCAN Sheet, Multiple Choice

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
DEPARTMENT OF THE ARMY

PT 5192

#### INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

#### **EXAMPLE**

Questionnaire Item

Answer Sheet

23. How good are most soldiers at their job?

- 1. Very good
- 2. Fairly good
- 3. So-so
- 4. Not very good
- 5. Not good at all

23.

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: <u>first</u>, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

#### PART A

When women are assigned to support companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police,

- . what usually happens to company morale?
  - 1. It goes way up
  - 2. It goes up a little
  - 3. It stays about the same
  - 4. It goes down a little
  - 5. It goes way down
- 2. . . what usually happens to the level of discipline?
  - 1. It goes way down
  - 2. It goes down a little
  - 3. It doesn't change
  - 4. It goes up a little
  - 5. It goes way up
- 3. . . how seriously do the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- 4. . . how much confidence do the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - 3. The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 5. . .how much work gets done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before

- 6. . .how much teamwork does one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before
- 7. . . how much group spirit is there compared with before?
  - 1. A lot more group spirit than before
  - 2. A little more group spirit than before
  - 3. Just as much group spirit as before
  - 4. A little less group spirit than before
  - A lot less group spirit than before
- 8. . . how often does pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- . . how well does the company carry out its mission – compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . . what do you think would happen to company morale?
  - 1. It would go way up
  - 2. It would go up a little
  - 3. It would stay about the same
  - 4. It would go down a little
  - 5. It would go way down
- 11. . . what do you think would happen to the level of discipline?
  - 1. It would go way down
  - 2. It would go down a little
  - 3. It wouldn't change
  - 4. It would go up a little
  - 5. It goes way up
- 12. . .how seriously would the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- 13. . .how much confidence would the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - 3. The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 14. . .how much work would get done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before

- 15. . .how much teamwork would one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before
- 16. . .how much group spirit would one expect to see compared with before?
  - A lot more group spirit than before
  - 2. A little more group spirit than before
  - Just as much group spirit as before
  - A little less group spirit than before
  - 5. A lot less group spirit than before
- 17. . . how often would pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- 18. . .how well would the company carry out its mission compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted women and, then, how many enlisted men) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the WOMEN.

How many enlisted WOMEN (assuming they had had the necessary training or experience),	Almost all of them	More than	About half	Fewer than	Almost none of them
19would be able to drive a jeep?	1	2	3	4	5
20would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
21would be able to give com- mands in a firm and convincing manner?	1	2	3	4	5
22would be able to do their fair share in putting up a tent?	1	2	3	4	5
23would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
24 would be able to go for a week without a chance to shower?	1	2	3	4	5
25would be able to live in the field for two weeks — with men and women using the same facilities?	1	2			
26would be able to keep going after a fellow soldier had been			3	4	5
27would be able to stay cool under the stress of battle?	1	2	3	4	5
28would be able to carry a full field pack?	1	2	3	4	5

# PART B (Continued)

How many enlisted WOMEN (assuming they had had the necessary training or experience),	Almost all of them	More than half	About half	Fewer than half	Almost none of them
29would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
30would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
31would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
32would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
33would be able to fire at an attacking enemy soldier?	1	2	3	4	5
34 would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
35would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
36would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
37 would be able to shoot to kill?	1	2	3	4	5
38 would be able to carry and use a machine gun?	1	2	3	4	5

# PART B (Continued)

The statements above were about the abilities of enlisted women. The statements below are about the abilities of enlisted MEN.

How many enlisted MEN (assuming they had had the necessary training or experience),	Almost all of them	More than half	About half	Fewer than half	Almost none of them
39would be able to drive a jeep?	1	2	3	4	5
40 would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
41would be able to give commands in a firm and convincing manner?	1	2	3	4	5
42would be able to do their fair share in putting up a tent?	1	2	3	4	5
43would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
44would be able to go for a week without a chance to shower?	1	2	3	4	5
45would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
46would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
47would be able to stay cool under the stress of battle?	1	2	3	4	5
48would be able to carry a full field pack?	1	2	3	4	5

How many enlisted MEN (assuming they had had the necessary training or experience),	Almost all of them	More than	About half	Fewer than	Almost none of them
49 would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
50would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
51would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
52would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
53would be able to fire at an attacking enemy soldier?	1	2	3	4	5
54would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
55would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
56would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
57would be able to shoot to kill?	1	2	3	4	5
58 would be able to carry and use a machine gun?	1	2	3	4	5

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
  - 1. Yes on the same basis as men
  - Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No -not at all
- 60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No not at all
- 61. How should women be used in support units (for example, Signal or Military Police)?
  - 1. The same way men are used
  - 2. In some kinds of jobs but not others
  - 3. Only where men are not available
  - Women should not be in these units at all
- 62. If men are drafted into the Army, should women be drafted too?
  - 1. Yes the same as men
  - 2. Only if there are not enough men
  - 3. Only if there is a shooting war
  - 4. No not at all
- 63. How should women be used in guard-duty assignments?
  - 1. The same way men are used
  - In some kinds of duties but not others
  - 3. Only where men are not available
  - Women should not be given guard-duty assignments at all

- 64. Who work better under pressure men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 65. Who have more common sense men or women or don't you think there is a difference?
  - 1. Men definitely
  - 2. Men probably
  - 3. No difference
  - 4. Women probably
  - 5. Women definitely
- 66. Who can do a better job of supervising male soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - Women usually
  - 5. Women almost always
- 67. Who are better at supervising female soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 68. Who usually make better commanders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always

- 69. Who are better able to endure weather conditions of extreme heat or cold – men or women – or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 70. Who have more physical strength men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 71. Who are better able to endure the rigors of outdoor living men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 72. Who are better at taking orders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 73. Which is worse for a man to be captured by the enemy or for a woman to be captured by the enemy or is one just as bad as the other?
  - Much worse for a man to be captured
  - 2. Somewhat worse for a man to be captured
  - 3. One is just as bad as the other
  - Somewhat worse for a woman to be captured
  - Much worse for a woman to be captured

- 74. The Army's mission is best carried out:
  - 1. By men only
  - 2. Mostly by men with some women in support roles
  - Mostly by men with some women in combat as well as support roles
  - 4. Equally by men and women
  - 5. Mostly by women
- 75. If a greater number of women were placed in command positions, the effectiveness of the Army:
  - 1. Would go way up
  - 2. Would go up a little
  - 3. Would not change
  - 4. Would go down a little
  - 5. Would go way down
- 76. How much respect will female commanders get from the men in their units?
  - A lot less respect than male commanders get
  - A little less respect than male commanders get
  - Just as much respect as male commanders get
  - A little more respect than male commanders get
  - A lot more respect than male commanders get
- 77. How good would women be as frontline soldiers if they were given the same training that men are given?
  - 1. A lot better than men
  - 2. A little better than men
  - 3. About the same as men
  - 4. A little worse than men
  - 5. A lot worse than men
- 78. If women were assigned to combat units, the Army would:
  - 1. Become much more effective
  - 2. Become somewhat more effective
  - 3. Remain just as effective
  - 4. Become somewhat less effective
  - 5. Become much less effective

# PART C (Continued)

- 79. What sort of bosses at work do women make?
  - 1. Very good
  - 2. Fairly good
  - 3. So-so
  - 4. Not very good
  - 5. Poor

- 80. Do you think women should be included in space missions?
  - 1. No, they should not be included
  - Perhaps but only if there aren't enough qualified men available
  - 3. Perhaps but only if they are single and don't have any children
  - Yes provided there are some men along also
  - 5. Yes, they should be included

#### PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

#### Situation #1

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company. Given the following choices:

- 1. Keep down and fire at enemy soldiers or suspected enemy locations
- 2. Keep down, occasionally firing in the direction of the enemy
- 3. Keep down in the foxhole and not fire at all
- 4. Something else that was not appropriate
- 81. What do you think Pfc. Mary Jones would probably do? 1 2 3 4
- 82. What do you think Pfc. John Jones would probably do? 1 2 3 4

#### Situation #2

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing. Given the following choices:

- 1. Bring you back out of the clearing and then try to take you back to the base
- 2. Guard you from the woods but make no attempt to rescue you
- 3. Leave you there while returning to the base to get help
- 4. Something else that was not appropriate
- 83. What do you think Pfc. Mary Jones would probably do? 1 2 3 4
- 84. What do you think Pfc. John Jones would probably do? 1 2 3 4

#### Situation #3

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding. Given the following choices:

- 1. Stay awake and alert
- 2. Stay awake though not very alert
- 3. Doze off occasionally throughout the night
- 4. Something else that was not appropriate
- 85. What do you think Pfc. Mary Jones would probably do? 1 2 3 4
- 86. What do you think Pfc. John Jones would probably do? 1 2 3 4

#### Situation #4

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small schrapnel in the left arm and shoulder. The enemy are moving toward you with small arms fire. Given the following choices:

- 1. In spite of the wound, continue to fire at the approaching enemy
- 2. Because of the wound, be able to fire only a few rounds
- 3. Because of the wound, be unable to fire at all
- 4. Something else that was not appropriate
- 87. What do you think Pfc. Mary Jones would probably do? 1 2 3
- 88. What do you think Pfc. John Jones would probably do? 1 2 3 4

# PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. How many enlisted women and how many enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted **WOMEN**.

Assuming the necessary training or experience, how many enlisted WOMEN:	Almost all of them	More than half	About half	Fewer than half	Almost none of them
89 have enough physical strength to be a combat soldier?	1	2	3	4	5
90 have enough stamina to be a combat soldier?	1	2	3	4	5
91 have enough guts to be a combat soldier?	1	2	3	4	5

The questions above asked about enlisted WOMEN. Now, let's take enlisted MEN.

Assuming the necessary training or experience, how many enlisted MEN:	Almost all of them	More than half	About half	Fewer than half	Almost none of them
92have enough physical strength to be a combat soldier?	1	2	3	4	5
93 have enough stamina to be a combat soldier?	1	2	3	4	5
94 have enough guts to be a combat soldier?	1	2	3	4	5

#### PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

# PART F (Continued)

- 100. How hard was it to decide on the answers you wanted?
  - 1. Very hard
  - 2. Fairly hard
  - 3. Not very hard
  - 4. Not hard at all
- 101. Would you agree or disagree with this next statement?

"It was easy to mark the answer - after I had decided which one I wanted."

- 1. Strongly agree
- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

# PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

## PART G (Continued)

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - 1. Women should be assigned mainly in the administrative and medical fields.
  - 2. Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - 1. Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

115. What is your sex?		
1. Male	2.	Female
Have you, at any time in the las	st thre	ee years:
116 been assigned to a unit	that h	nad a woman company commander?
1. No	2.	Yes
117 been assigned to a (com	pany	-size) unit that had both men and women soldiers?
1. No	2.	Yes
118 been assigned to a small soldiers in it?	er un	it (say, a platoon or section) that had both men and women
1. No	2.	Yes
119been given the job of	super	vising the work of other soldiers?
<ol> <li>No</li> <li>Yes — both men an</li> <li>Yes — but only men</li> <li>Yes — but only wor</li> </ol>	1	men
120 had a soldier of the o	posi	te sex as your own supervisor?
1. No	2.	Yes
121had a person of your	own	sex as your supervisor?
1. No	2.	Yes
122taken part in a field to	rainin	g exercise that included both men and women soldiers?
1. No	2.	Yes
123 How many years of sc	hooli	ng have you had?
1. 8 or less 2. 9-12 3. 13 4. 14 5. 15 6. 16 7. 17 or more		
124. What is the highest education	ationa	al diploma or degree you have received?

- No high school diploma or G.E.D. G.E.D.
- 1. 2.
- 3.

- High school diploma
  Associate's Degree
  Bachelor's Degree
  Graduate or Professional Degree

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

#### **Enlisted Personnel**

1. Combat Including:

Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

> Administration Ammunition **Aviation Maintenance** Automatic Data Processing Band **Exceptional Management** Specialties Field Service Food Service Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

4. I don't know

## Officers

 Combat Including:

> Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

## PART H (Continued)

# 126. About how long have you been in the Army?

- 1. Less than one year
- 2. One to three years
- 3. Four to six years
- 4. Seven to ten years
- 5. More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- 1. Yes, I think so
- 2. Not sure but probably
- 3. Not sure but probably not
- 4. No, I don't think so
- 5. I have no idea at all

# 129. Are most of your friends in the Army, or are most of them outside the Army?

- 1. Most are in the Army
- 2. About half and half
- 3. Most are outside the Army

## 130. What is your pay grade?

- 1. E1-E2
- 2. E3-E5
- 3. E6-E9
- 4. W1-W4
- 5. 01-03
- 6. 04 or above

# 131. In which of these groups do you generally place yourself?

- 1. White
- 2. Black
- 3. Mexican American
- 4. Puerto Rican
- 5. Latin American
- 6. Other Spanish
- 7. Filipino American
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me -- I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

**^3488** 

Please do not write below this line

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# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL

DEPARTMENT OF THE ARMY

PT 5192



#### **INSTRUCTIONS**

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

#### EXAMPLE

Questionnaire Item

Answer Sheet

23. How good are most soldiers at their job?

- 1. Very good
- 2. Fairly good
- 3. So-so
- 4. Not very good
- 5. Not good at all

23.

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: <u>first</u>, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

#### PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police,

- 1. . . what usually happens to company morale?
  - 1. It goes way up
  - 2. It goes up a little
  - 3. It stays about the same
  - 4. It goes down a little
  - 5. It goes way down
- 2. . . what usually happens to the level of discipline?
  - 1. It goes way down
  - 2. It goes down a little
  - 3. It doesn't change
  - 4. It goes up a little
  - 5. It goes way up
- 3. . . how seriously do the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- 4. . . how much confidence do the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - 3. The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 5. . . how much work gets done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before
- 6. . . how much teamwork does one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - 3. The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before

## PART A (Continued)

When women are assigned to support companies like Signal or Military Police,

- 7. . . how much group spirit is there compared with before?
  - 1. A lot more group spirit than before
  - 2. A little more group spirit than before
  - 3. Just as much group spirit as before
  - 4. A little less group spirit than before
  - 5. A lot less group spirit than before
- 8. . . how often does pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- 9. . . how well does the company carry out its mission compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . . what do you think would happen to company morale?
  - 1. It would go way up
  - 2. It would go up a little
  - 3. It would stay about the same
  - 4. It would go down a little
  - It would go way down
- 11. . . what do you think would happen to the level of discipline?
  - 1. It would go way down
  - 2. It would go down a little
  - 3. It wouldn't change
  - It would go up a little
  - It would go way up
- 12. . . how seriously would the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before

## PART A (Continued)

If women were assigned to combat companies (say, Armor of Infantry),

- 13. . . how much confidence would the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - 3. The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 14. . . how much work would get done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before
- 15. . . how much teamwork would one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - 3. The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before
- 16. . .how much group spirit would one expect to see compared with before?
  - 1. A lot more group spirit than before
  - 2. A little more group spirit than before
  - 3. Just as much group spirit as before
  - 4. A little less group spirit than before
  - 5. A lot less group spirit than before
- 17. . . how often would pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- 18. . . how well would the company carry out its mission compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

## PART B

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted men and, then, how many enlisted women) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the MEN.

How many enlisted MEN (assuming they had had the necessary training or experience),

- 19. . . would be able to drive a jeep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 20. . . would be able to dig a foxhole that would protect them from enemy fire?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 21. . .would be able to give commands in a firm and convincing manner?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 22. . . would be able to do their fair share in putting up a tent?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 23. . . would be able to handle guard-duty alone in an isolated place?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

## PART B (Continued)

How many enlisted MEN (assuming they had had the necessary training or experience),

- 24. . . would be able to go for a week without a chance to shower?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 25. . . would be able to live in the field for two weeks with men and women using the same facilities?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 26. . .would be able to keep going after a fellow soldier had been killed?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 27. . . would be able to stay cool under the stress of battle?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 28. . . would be able to carry a full field pack?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 29. . . would be able to drive a 2 1/2 ton truck?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

## PART B (Continued)

How many enlisted MEN (assuming they had had the necessary training or experience),

- 30. . . would be able to engage the enemy in hand-to-hand combat?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 31. . . would be able to complete a 15-mile march with full field gear?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 32. . . would be able to use an M-16 rifle to attack an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 33. . . would be able to fire at an attacking enemy soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 35. . . would be able to continue fighting for long periods with no chance to sleep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

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Dispersed, Men First, OPSCAN Sheet, Multiple Choice

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## PART B (Continued)

How many enlisted MEN (assuming they had had the necessary training or experience),

- 36. . . would be able to take charge of a squad and lead an attack on an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 37. . . would be able to shoot to kill?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 38. . . would be able to carry and use a machine gun?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

The questions above asked your opinion about the abilities of enlisted Men. The questions below ask you opinion about the abilities of enlisted WOMEN.

How many enlisted WOMEN (assuming they had had the necessary training or experience),

- 39. . . would be able to drive a jeep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 40. . . would be able to dig a foxhole that would protect them from enemy fire?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 41. . . would be able to give commands in a firm and convincing manner?
  - Almost all of them
  - More than half
  - About half
  - 4. Fewer than half
  - 5. Almost none of them

How many enlisted WOMEN (assuming they had had the necessary training or experience),

- 42. . . would be able to do their fair share in putting up a tent?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 43. . . would be able to handle guard-duty alone in an isolated place?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 44. . . would be able to go for a week without a chance to shower?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 45. . . would be able to live in the field for two weeks with men and women using the same facilities?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 46. . . would be able to keep going after a fellow soldier had been killed?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 47. . . would be able to stay cool under the stress of battle?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

## PART B (Continued)

How many enlisted WOMEN (assuming they had had the necessary training or experience),

- 48. . . would be able to carry a full field pack?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 49. . . would be able to drive a 2 1/2 ton truck?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 50. . . would be able to engage the enemy in hand-to-hand combat?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 51. . . would be able to complete a 15-mile march with full field gear?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 52. . . would be able to use an M-16 rifle to attack an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 53. . . would be able to fire at an attacking enemy soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

## PART B (Continued)

How many enlisted WOMEN (assuming they had had the necessary training or experience),

- 54. . .would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half

- 4. Fewer than half
- 5. Almost none of them
- 55. . . would be able to continue fighting for long periods with no chance to sleep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 56. . . would be able to take charge of a squad and lead an attack on an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 57. . . would be able to shoot to kill?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 58. . . would be able to carry and use a machine gun?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

## PART C

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No not at all
- 60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 5. No not at all
- 61. How should women be used in support units (for example, Signal or Military Police.)?
  - 1. The same way men are used
  - 2. In some kinds of jobs but not others
  - 3. Only where men are not available
  - 4. Women should not be in these units at all
- 62. If men are drafted into the Army, should women be drafted too?
  - 1. Yes the same as men
  - 2. Only if there are not enough men
  - 3. Only if there is a shooting war
  - 4. No not at all
- 63. How should women be used in guard-duty assignments?
  - 1. The same way men are used
  - 2. In some kinds of duties but not others
  - 3. Only where men are not available
  - 4. Women should not be given guard-duty assignments at all
- 64. Who work better under pressure men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always

## PART C (Continued)

- 65. Who have more common sense men or women or don't you think there is a difference?
  - 1. Men definitely
  - 2. Men probably
  - 3. No difference
  - 4. Women probably
  - 5. Women definitely
- 66. Who can do a better job of supervising *male* soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 67. Who are better at supervising female soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 68. Who usually make better commanders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - Women almost always
- 69. Who are better able to endure weather conditions of extreme heat or cold men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - Women usually
  - Women almost always
- 70. Who have more physical strength men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always

## PART C (Continued)

- 71. Who are better able to endure the rigors of outdoor living men or women or don't you think there is a difference?
  - T. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 72. Who are better at taking orders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 73. Which is worse for a man to be captured by the enemy or for a woman to be captured by the enemy or is one just as bad as the other?
  - 1. Much worse for a man to be captured
  - 2. Somewhat worse for a man to be captured
  - 3. One is just as bad as the other
  - 4. Somewhat worse for a woman to be captured
  - 5. Much worse for a woman to be captured
- 74. The Army's mission is best carried out:
  - 1. by men only
  - 2. mostly by men with some women in support roles
  - 3. mostly by men with some women in combat as well as support roles
  - 4. equally by men and women
  - 5. mostly by women
- 75. If a greater number of women were placed in command positions, the effectiveness of the Army:
  - 1. would go way up
  - 2. would go up a little
  - 3. would not change
  - 4. would go down a little
  - 5. would go way down
- 76. How much respect will female commanders get from the men in their units?
  - 1. A lot less respect than male commanders get
  - 2. A little less respect than male commanders get
  - 3. Just as much respect as male commanders get
  - 4. A little more respect than male commanders get
  - 5. A lot more respect than male commanders get

## PART C (Continued)

- 77. How good would women be as front-line soldiers if they were given the same training that men are given?
  - 1. A lot better than men
  - 2. A little better than men
  - 3. About the same as men
  - 4. A little worse than men
  - 5. A lot worse than men
- 78. If women were assigned to combat units, the Army would:
  - 1. become much more effective
  - 2. become somewhat more effective
  - 3. remain just as effective
  - 4. become somewhat less effective
  - 5. become much less effective
- 79. What sort of bosses at work do women make?
  - 1. Very good
  - 2. Fairly good
  - 3. So-so
  - 4. Not very good
  - 5. Poor
- 80. Do you think women should be included in space missions?
  - 1. No, they should not be included
  - 2. Perhaps but only if there aren't enough qualified men available
  - 3. Perhaps but only if they are single and don't have any children
  - 4. Yes provided there are some men along also
  - 5. Yes, they should be included

#### PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

#### Situation #1

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

- 81. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Keep down and fire at enemy soldiers or suspected enemy locations
  - 2. Keep down, occasionally firing in the direction of the enemy
  - 3. Keep down in the foxhole and not fire at all
  - 4. Something else that was not appropriate
- 82. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Keep down and fire at enemy soldiers or suspected enemy locations
  - 2. Keep down, occasionally firing in the direction of the enemy
  - 3. Keep down in the foxhole and not fire at all
  - 4. Something else that was not appropriate

## Situation #2

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- 83. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Bring you back out of the clearing and then try to take you back to the base
  - 2. Guard you from the woods but make no attempt to rescue you
  - 3. Leave you there while he returned to the base to get help
  - 4. Something else that was not appropriate
- 84. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Bring you back out of the clearing and then try to take you back to the base
  - 2. Guard you from the woods but make no attempt to rescue you
  - 3. Leave you there while she returned to the base to get help
  - 4. Something else that was not appropriate

## Situation #3

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

- 85. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Stay awake and alert
  - 2. Stay awake though not very alert
  - 3. Doze off occasionally throughout the night
  - 4. Something else that was not appropriate
- 86. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Stay awake and alert
  - 2. Stay awake though not very alert
  - 3. Doze off occasionally throughout the night
  - 4. Something else that was not appropriate

#### Situation #4

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- 87. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. In spite of the wound, continue to fire at the approaching enemy
  - 2. Because of the wound, be able to fire only a few rounds
  - 3. Because of the wound, be unable to fire at all
  - 4. Something else that was not appropriate
- 88. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. In spite of the wound, continue to fire at the approaching enemy
  - 2. Because of the wound, be able to fire only a few rounds
  - 3. Because of the wound, be unable to fire at all
  - 4. Something else that was not appropriate

#### PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. How many enlisted men and how many enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted MEN.

Assuming the necessary training or experience, how many enlisted MEN

- 89. . . have enough physical strength to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 90. . . have enough stamina to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 91. . . have enough guts to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them

The questions above asked about enlisted men. Now, lets take enlisted WOMEN. Assuming they have the necessary training or experience, how many enlisted WOMEN

- 92. . . have enough physical strength to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 93. . . have enough stamina to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 94. . . have enough guts to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

## PART F (Continued)

- 100. How hard was it to decide on the answers you wanted?
  - 1. Very hard
  - 2. Fairly hard
  - 3. Not very hard
  - 4. Not hard at all
- 101. Would you agree or disagree with this next statement?
  - "It was easy to mark the answer after I had decided which one I wanted."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

#### PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - 1. Women should be assigned mainly in the administrative and medical fields.
  - Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

115. Wr	nat is your sex?		
1,	Male	2.	Female
Have yo	ou, at any time in the last	thre	e years:
116	been assigned to a unit th	hat ha	ad a woman company commander?
1.	No	2.	Yes
117	been assigned to a (comp	any-s	size) unit that had both men and women soldiers?
1.	No	2.	Yes
118 !	been assigned to a smalle soldiers in it?	r unit	t (say, a platoon or section) that had both men and women
1.	No	2.	Yes
119 !	been given the job of s	uperv	ising the work of other soldiers?
1. 2. 3. 4.	No Yes — both men and Yes — but only men Yes — but only wom		nen
120	had a soldier of the opp	oosite	e sex as your own supervisor?
1.	No	2.	Yes
121 +	nad a person of your ov	wn se	ex as your supervisor?
1.	No	2.	Yes
122t	taken part in a field tra	ining	exercise that included both men and women soldiers?
1.	No	2.	Yes
123 H	How many years of scho	ooling	g have you had?
1. 2. 3. 4. 5. 6. 7.	8 or less 9-12 13 14 15 16 17 or more		
124. Wha	at is the highest educati	ional	diploma or degree you have received?
1. 2. 3. 4. 5. 6.	No high school diplon G.E.D. High school diploma Associate's Degree Bachelor's Degree Graduate or Profession		

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

#### **Enlisted Personnel**

1. Combat Including:

Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

Combat Service Support Including:

Administration
Ammunition
Aviation Maintenance
Automatic Data Processing
Band
Exceptional Management
Specialties
Field Service
Food Service
Mechanical Maintenance
Medical
Petroleum
Supply
Topographic Engineering and
Map Reproduction
Transportation

4. I don't know

## Officers

1. Combat Including:

Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Ouartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

## PART H (Continued)

## 126. About how long have you been in the Army?

- 1. Less than one year
- 2. One to three years
- 3. Four to six years
- 4. Seven to ten years
- 5. More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- 1. Yes, I think so
- 2. Not sure but probably
- 3. Not sure but probably not
- 4. No, I don't think so
- 5. I have no idea at all

## 129. Are most of your friends in the Army, or are most of them outside the Army?

- 1. Most are in the Army
- 2. About half and half
- 3. Most are outside the Army

## 130. What is your pay grade?

- 1. E1-E2
- 2. E3-E5
- 3. E6-E9
- 4. W1-W4
- 5. 01-03
- 6. 04 or above

## 131. In which of these groups do you generally place yourself?

- 1. White
- 2. Black
- 3. Mexican American
- 4. Puerto Rican
- 5. Latin American
- 6. Other Spanish
- 7. Filipino American
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

Please do not write below this line

Α	0	1	2	3	4	5	6	7	8	9								В	0 1	2 3	3 4 5	6	7 8	3 9
Т	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			

# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

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TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
DEPARTMENT OF THE ARMY

PT 5192

79 05 25 030

#### INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

#### **EXAMPLE**

Questionnaire Item

Answer Sheet

- 23. How good are most soldiers at their job?
  - 1. Very good
  - 2. Fairly good
  - 3. So-so
  - 4. Not very good
  - 5. Not good at all

23.

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: <u>first</u>, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

#### PART A

When women are assigned to support companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to support companies like Signal or Military Police,

- 1. . . what usually happens to company morale?
  - 1. It goes way up
  - 2. It goes up a little
  - 3. It stays about the same
  - 4. It goes down a little
  - 5. It goes way down
- 2. . . what usually happens to the level of discipline?
  - 1. It goes way down
  - 2. It goes down a little
  - 3. It doesn't change
  - 4. It goes up a little
  - 5. It goes way up
- 3. . . how seriously do the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before
- 4. . . how much confidence do the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - 3. The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 5. . . how much work gets done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before
- 6. . . how much teamwork does one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - 3. The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before

When women are assigned to support companies like Signal or Military Police,

- 7. . . how much group spirit is there compared with before?
  - 1. A lot more group spirit than before
  - 2. A little more group spirit than before
  - 3. Just as much group spirit as before
  - 4. A little less group spirit than before
  - 5. A lot less group spirit than before
- 8. . . how often does pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- 9. . . how well does the company carry out its mission compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to combat companies (say, Armor or Infantry),

- 10. . . what do you think would happen to company morale?
  - 1. It would go way up
  - 2. It would go up a little
  - 3. It would stay about the same
  - 4. It would go down a little
  - 5. It would go way down
- 11. . . what do you think would happen to the level of discipline?
  - 1. It would go way down
  - 2. It would go down a little
  - 3. It wouldn't change
  - 4. It would go up a little
  - 5. It would go way up
- 12. . . how seriously would the soldiers take their jobs compared with before?
  - 1. A lot more seriously than before
  - 2. A little more seriously than before
  - 3. Just as seriously as before
  - 4. A little less seriously than before
  - 5. A lot less seriously than before

If women were assigned to combat companies (say, Armor of Infantry),

- 13. . . how much confidence would the soldiers develop in each other compared with before?
  - 1. A lot less confidence than before
  - 2. A little less confidence than before
  - 3. The same amount of confidence as before
  - 4. A little more confidence than before
  - 5. A lot more confidence than before
- 14. . . how much work would get done compared with before?
  - 1. A lot more work than before
  - 2. A little more work than before
  - 3. The same amount of work as before
  - 4. A little less work than before
  - 5. A lot less work than before
- 15. . .how much teamwork would one expect to see compared with before?
  - 1. A lot less teamwork than before
  - 2. A little less teamwork than before
  - 3. The same amount of teamwork as before
  - 4. A little more teamwork than before
  - 5. A lot more teamwork than before
- 16. . . how much group spirit would one expect to see compared with before?
  - 1. A lot more group spirit than before
  - 2. A little more group spirit than before
  - 3. Just as much group spirit as before
  - 4. A little less group spirit than before
  - 5. A lot less group spirit than before
- 17. . . how often would pregnancy become a serious problem for the company?
  - 1. Almost always
  - 2. Very often
  - 3. Sometimes
  - 4. Not very often
  - 5. Almost never
- 18. . . how well would the company carry out its mission compared with before?
  - 1. A lot better than before
  - 2. Somewhat better than before
  - 3. Just as well as before
  - 4. Somewhat worse than before
  - 5. A lot worse than before

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In cach case, the question is how many enlisted personnel (first, how many enlisted women and, then, how many enlisted men) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the WOMEN.

- 19. . . would be able to drive a jeep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 20. . . would be able to dig a foxhole that would protect them from enemy fire?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 21. . . would be able to give commands in a firm and convincing manner?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 22. . . would be able to do their fair share in putting up a tent?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 23. . . would be able to handle guard-duty alone in an isolated place?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

- 24. . . would be able to go for a week without a chance to shower?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 25. . .would be able to live in the field for two weeks with men and women using the same facilities?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 26. . .would be able to keep going after a fellow soldier had been killed?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 27. . . would be able to stay cool under the stress of battle?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 28. . . would be able to carry a full field pack?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 29. . . would be able to drive a 2 1/2 ton truck?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

- 30. . . would be able to engage the enemy in hand-to-hand combat?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 31. . . would be able to complete a 15-mile march with full field gear?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 32. . . would be able to use an M-16 rifle to attack an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 33. . . would be able to fire at an attacking enemy soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 34. . .would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 35. . . would be able to continue fighting for long periods with no chance to sleep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

How many enlisted WOMEN (assuming they had had the necessary training or experience),

- 36. . . would be able to take charge of a squad and lead an attack on an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 37. . . would be able to shoot to kill?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 38. . . would be able to carry and use a machine gun?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

The questions above asked your opinion about the abilities of enlisted women. The questions below ask you opinion about the abilities of enlisted MEN.

- 39. . . would be able to drive a jeep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 40. . . would be able to dig a foxhole that would protect them from enemy fire?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 41. . . would be able to give commands in a firm and convincing manner?
  - 1. Almost all of them
  - 2. More than half
  - About half
  - 4. Fewer than half
  - 5. Almost none of them

- 42. . . would be able to do their fair share in putting up a tent?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 43. . . would be able to handle guard-duty alone in an isolated place?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 44. . . would be able to go for a week without a chance to shower?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 45. . . would be able to live in the field for two weeks with men and women using the same facilities?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 46. . . would be able to keep going after a fellow soldier had been killed?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 47. . . would be able to stay cool under the stress of battle?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

- 48. . . would be able to carry a full field pack?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 49. . . would be able to drive a 2 1/2 ton truck?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 50. . . would be able to engage the enemy in hand-to-hand combat?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 51. . . would be able to complete a 15-mile march with full field gear?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 52. . . would be able to use an M-16 rifle to attack an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 53. . . would be able to fire at an attacking enemy soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

- 54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - Almost none of them
- 55. . . would be able to continue fighting for long periods with no chance to sleep?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 56. . . would be able to take charge of a squad and lead an attack on an enemy position?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 57. . . would be able to shoot to kill?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them
- 58. . . would be able to carry and use a machine gun?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Fewer than half
  - 5. Almost none of them

# PART C

What are your opinions about the following statements concerning the role of women in the Army?

- 59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - 3. Only if a shooting war breaks out
  - 4. No not at all
- 60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
  - 1. Yes on the same basis as men
  - 2. Only if there are not enough men to fill these jobs
  - Only if a shooting war breaks out
  - 5. No not at all
- 61. How should women be used in support units (for example, Signal or Military Police)?
  - i. The same way men are used
  - 2. In some kinds of jobs but not others
  - 3. Only where men are not available
  - 4. Women should not be in these units at all
- 62. If men are drafted into the Army, should women be drafted too?
  - 1. Yes the same as men
  - 2. Only if there are not enough men
  - 3. Only if there is a shooting war
  - 4. No not at all
- 63. How should women be used in guard-duty assignments?
  - The same way men are used
  - 2. In some kinds of duties but not others
  - 3. Only where men are not available
  - 4. Women should not be given guard-duty assignments at all
- 64. Who work better under pressure men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always

- 65. Who have more common sense men or women or don't you think there is a difference?
  - 1. Men definitely
  - 2. Men probably
  - 3. No difference
  - 4. Women probably
  - 5. Women definitely
- 66. Who can do a better job of supervising *male* soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 67. Who are better at supervising female soldiers men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 68. Who usually make better commanders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 69. Who are better able to endure weather conditions of extreme heat or cold men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 70. Who have more physical strength men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always

- 71. Who are better able to endure the rigors of outdoor living men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 72. Who are better at taking orders men or women or don't you think there is a difference?
  - 1. Men almost always
  - 2. Men usually
  - 3. No difference
  - 4. Women usually
  - 5. Women almost always
- 73. Which is worse for a man to be captured by the enemy or for a woman to be captured by the enemy or is one just as bad as the other?
  - 1. Much worse for a man to be captured
  - 2. Somewhat worse for a man to be captured
  - 3. One is just as bad as the other
  - 4. Somewhat worse for a woman to be captured
  - 5. Much worse for a woman to be captured
- 74. The Army's mission is best carried out:
  - 1. by men only
  - 2. mostly by men with some women in support roles
  - 3. mostly by men with some women in combat as well as support roles
  - 4. equally by men and women
  - 5. mostly by women
- 75. If a greater number of women were placed in command positions, the effectiveness of the Army:
  - 1. would go way up
  - 2. would go up a little
  - 3. would not change
  - 4. would go down a little
  - 5. would go way down
- 76. How much respect will female commanders get from the men in their units?
  - 1. A lot less respect than male commanders get
  - 2. A little less respect than male commanders get
  - 3. Just as much respect as male commanders get
  - 4. A little more respect than male commanders get
  - 5. A lot more respect than male commanders get

- 77. How good would women be as front-line soldiers if they were given the same training that men are given?
  - 1. A lot better than men
  - 2. A little better than men
  - 3. About the same as men
  - 4. A little worse than men
  - 5. A lot worse than men
- 78. If women were assigned to combat units, the Army would:
  - 1. become much more effective
  - 2. become somewhat more effective
  - 3. remain just as effective
  - 4. become somewhat less effective
  - 5. become much less effective
- 79. What sort of bosses at work do women make?
  - 1. Very good
  - 2. Fairly good
  - 3. So-so
  - 4. Not very good
  - 5. Poor
- 80. Do you think women should be included in space missions?
  - No, they should not be included
  - 2. Perhaps but only if there aren't enough qualified men available
  - 3. Perhaps but only if they are single and don't have any children
  - 4. Yes provided there are some men along also
  - 5. Yes, they should be included

#### PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action, In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

#### Situation #1

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

- 81. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Keep down and fire at enemy soldiers or suspected enemy locations
  - 2. Keep down, occasionally firing in the direction of the enemy
  - 3. Keep down in the foxhole and not fire at all
  - Something else that was not appropriate
- 82. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Keep down and fire at enemy soldiers or suspected enemy locations
  - 2. Keep down, occasionally firing in the direction of the enemy
  - 3. Keep down in the foxhole and not fire at all
  - 4. Something else that was not appropriate

#### Situation #2

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- 83. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Bring you back out of the clearing and then try to take you back to the base
  - 2. Guard you from the woods but make no attempt to rescue you
  - 3. Leave you there while she returned to the base to get help
  - 4. Something else that was not appropriate
- 84. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Bring you back out of the clearing and then try to take you back to the base
  - 2. Guard you from the woods but make no attempt to rescue you
  - 3. Leave you there while he returned to the base to get help
  - 4. Something else that was not appropriate

#### Situation #3

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

- 85. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. Stay awake and alert
  - 2. Stay awake though not very alert
  - 3. Doze off occasionally throughout the night
  - 4. Something else that was not appropriate
- 86. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. Stay awake and alert
  - 2. Stay awake though not very alert
  - 3. Doze off occasionally throughout the night
  - 4. Something else that was not appropriate

#### Situation #4

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- 87. In this situation, what do you think Pfc. Mary Jones would probably do?
  - 1. In spite of the wound, continue to fire at the approaching enemy
  - 2. Because of the wound, be able to fire only a few rounds
  - 3. Because of the wound, be unable to fire at all
  - 4. Something else that was not appropriate
- 88. In this situation, what do you think Pfc. John Jones would probably do?
  - 1. In spite of the wound, continue to fire at the approaching enemy
  - 2. Because of the wound, be able to fire only a few rounds
  - 3. Because of the wound, be unable to fire at all
  - 4. Something else that was not appropriate

#### PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. How many enlisted women and how many enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted WOMEN.

Assuming the necessary training or experience, how many enlisted WOMEN

- 89. . . have enough physical strength to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 90. . . have enough stamina to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - Almost none of them
- 91. . . have enough guts to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them

The questions above asked about enlisted women. Now, lets take enlisted MEN. Assuming they have the necessary training or experience, how many enlisted MEN

- 92. . . have enough physical strength to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 93. . . have enough stamina to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them
- 94. . . have enough guts to be a combat soldier?
  - 1. Almost all of them
  - 2. More than half
  - 3. About half
  - 4. Less than half
  - 5. Almost none of them

#### PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

- 95. How much did you enjoy taking this survey?
  - 1. Not at all
  - 2. Not very much
  - 3. Somewhat
  - 4. Quite a bit
  - 5. A very great deal
- 96. In your opinion, how valuable are surveys like this one?
  - 1. Extremely valuable
  - 2. Quite valuable
  - 3. Somewhat valuable
  - 4. Not very valuable
  - 5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

- 97. "Most soldiers will answer the survey questions truthfully."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 98. "There should be more surveys like this one."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree
- 99. "The questions gave you a chance to say what you really felt."
  - 1. Strongly agree
  - 2. Moderately agree
  - 3. Slightly agree
  - 4. Slightly disagree
  - 5. Moderately disagree
  - 6. Strongly disagree

100. How hard was it to decide on the answers you wanted?

- 1. Very hard
- 2. Fairly hard
- 3. Not very hard
- 4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to mark the answer - after I had decided which one I wanted."

- 1. Strongly agree
- 2. Moderately agree
- 3. Slightly agree
- 4. Slightly disagree
- 5. Moderately disagree
- 6. Strongly disagree
- 102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?
  - 1. Yes, definitely
  - 2. Yes, probably
  - 3. Not sure
  - 4. No, probably not
  - 5. No, definitely not

#### PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the Light Truck Company.

- 103. Under which of these two conditions could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 30% below its authorized strength
- 105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?
  - 1. When the company is at full strngth, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the Military Police Company.

- 106. Under which of these two conditions could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - When there are no women in the company, and the company is 10% below its authorized strength
- 107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

- 109. Under which of these two conditions could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 10% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 10% below its authorized strength
- 110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 30% of the spaces filled by women
  - When there are no women in the company, and the company is 30% below its authorized strength
- 111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?
  - 1. When the company is at full strength, with 50% of the spaces filled by women
  - 2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role or women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

- 112. Which of these two statements do you agree with more?
  - Women should be assigned mainly in the administrative and medical fields.
  - 2. Women should be assigned as truck drivers and mechanics the same way men are assigned.
- 113. How about these two statements? Which of them do you agree with more?
  - It's okay to assign women to support units even those that operate close to the front lines.
  - 2. Women should be kept out of any unit that operates close to the front line.
- 114. And finally, which of these two statements do you agree with more?
  - Women don't belong in combat jobs.
  - 2. Women should be assigned to combat jobs the same way men are assigned.

115. Wha	t is your sex?		
1.	Male	2.	Female
Have you	, at any time in the last	three	e years:
116 be	een assigned to a unit th	nat ha	ad a woman company commander?
1.	No	2.	Yes
117 be	een assigned to a (comp	any-s	size) unit that had both men and women soldiers?
1.	No	2.	Yes
118 be	een assigned to a smalle oldiers in it?	r unit	t (say, a platoon or section) that had both men and women
1.	No	2.	Yes
119be	een given the job of s	uperv	rising the work of other soldiers?
1. 2. 3. 4.	No Yes — both men and Yes — but only men Yes — but only wom		nen
120ha	d a soldier of the opp	posite	e sex as your own supervisor?
1.	No	2.	Yes
121ha	d a person of your o	wn se	ex as your supervisor?
1.	No	2.	Yes
122 tal	ken part in a field tra	ining	exercise that included both men and women soldiers?
1.	No	2.	Yes
123 Ho	ow many years of sch	oolin	g have you had?
	8 or less 9-12 13 14 15 16 17 or more		
124. What	is the highest educat	ional	diploma or degree you have received?
1. 2. 3. 4. 5.	No high school diplor G.E.D. High school diploma Associate's Degree Bachelor's Degree Graduate or Profession	na or	G.E.D.

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

#### **Enlisted Personnel**

 Combat Including:

> Air Defense Artillery Combat Engineering Field Artillery Maneuver Combat Arms (Infantry-Armor MOS)

2. Combat Support Including:

Air Defense Missile Repair
Ballistic Missile Repair
Chemical
Combat Missile Maintenance
Communications and Electronic
Equipment Maintenance
General Engineering
Law Enforcement
Military Intelligence
Non-Integrated Radar
Maintenance
Power Production
Signal Intelligence
Telecommunications and
Audio-Visual

3. Combat Service Support Including:

Administration Ammunition **Aviation Maintenance** Automatic Data Processing Band **Exceptional Management Specialties** Field Service **Food Service** Mechanical Maintenance Medical Petroleum Supply Topographic Engineering and Map Reproduction Transportation

4. I don't know

#### Officers

 Combat Including:

> Infantry Armor Air Defense Artillery Field Artillery

2. Combat Support Including:

Corps of Engineers Signal Corps Chemical Corps Military Police Corps Military Intelligence

3. Combat Service Support Including:

Quartermaster Corps
Ordinance Corps
Transportation Corps
Adjutant General's Corps
Army Nurse Corps
Dental Corps
Medical Corps
Medical Service Corps
Army Medical Specialist Corps
Veterinary Corps
Finance Corps
Judge Advocate General's Corps
Corps of Chaplains
Other (Special) Branch

4. I don't know

# 126. About how long have you been in the Army?

- 1. Less than one year
- 2. One to three years
- 3. Four to six years
- 4. Seven to ten years
- 5. More than ten years

# 127. Will you be able to retire sometime in the next five years if you want to?

- 1. Yes
- 2. No

# 128. Do you think you will be in the Army five years from now?

- 1. Yes, I think so
- 2. Not sure but probably
- 3. Not sure but probably not
- 4. No, I don't think so
- 5. I have no idea at all

# 129. Are most of your friends in the Army, or are most of them outside the Army?

- 1. Most are in the Army
- 2. About half and half
- 3. Most are outside the Army

# 130. What is your pay grade?

- 1. E1-E2
- 2. E3-E5
- 3. E6-E9
- 4. W1-W4
- 5. 01-03
- 6. 04 or above

# 131. In which of these groups do you generally place yourself?

- 1. White
- 2. Black
- 3. Mexican American
- 4. Puerto Rican
- 5. Latin American
- 6. Other Spanish
- 7. Filipino American
- 8. American Indian/Native American
- 9. Asian American
- 10. A group not listed here

The next three questions are about the Vietnam conflict.

- 132. Did you serve a tour in Vietnam?
  - 1. Yes
  - 2. No (if "no," skip the next two questions)
- 133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?
  - 1. Engaging the enemy in combat directly
  - 2. Providing support to combat units
  - 3. Both of these
  - 4. Neither of these
  - 5. Doesn't apply to me -- I wasn't in Vietnam
- 134. What types of unit(s) were you assigned to in Vietnam?
  - 1. Combat unit
  - 2. Combat support unit
  - 3. Combat service unit
  - 4. More than one of these
  - 5. None of these
  - 6. Doesn't apply to me I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

**COMMENTS** 

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